

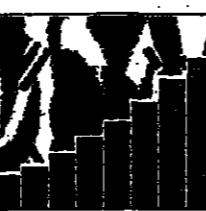
FINANCIAL TIMES

World Business Newspaper <http://www.FT.com>

FRIDAY APRIL 3 1998

euphoria
s Lisbon

FT Weekend tomorrow
The mother of all tongues:
English will spread because
the world demands it



Korean conglomerates
Structured for growth
despite recent troubles
Management, Page 23



Spanish red tape
How red tape hinders
new business formation
Page 2

Project Finance
Asian crisis takes
a heavy toll
Survey, Pages 9-12

Mastering Global Business
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in a separate tabloid section

WORLD NEWS

Ex-minister Papon
given 10-year term
for deporting Jews
under Nazi regime

A French court sentenced Maurice Papon, 87, a former Gaullist finance minister, to 10 years in prison for helping deport Jews during the Nazi occupation of France. But the jury rejected a charge of complicity in the subsequent deaths of the Jews in concentration camps. Page 2

Starr pushes on against Clinton
Independent prosecutor Kenneth Starr said he was determined to pursue his inquiry into allegations that President Clinton committed perjury over an affair with a White House intern, despite collapse of the sexual harassment case that was the source of the charges. Page 4

Sony chief fears for Japan
The Japanese economy is on the verge of a collapse that could cause a worldwide recession if Japanese policy makers do not act quickly. Norio Ohga, chairman and chief executive of Sony, was warned yesterday. Page 16 and Lex

Irish PM takes stand
Ireland's prime minister, Bertie Ahern, said he would make no more compromises, raising fresh doubts on whether the UK and Irish governments can agree a common position in Northern Ireland talks by Thursday's deadline. Weight of history, Page 8; Editorial Comment, Page 15

Jail sentence for Le Pen
Jean-Marie Le Pen, leader of the extreme right National Front in France, was banned from public office for two years and sentenced to three months' imprisonment for rioting violence. Page 2

Spanish envoy to Cuba
Spain normalised its diplomatic ties with Cuba with the appointment of an ambassador to Havana. The post had been vacant for more than a year. Page 3

Vassil to form government
Radu Vassil, secretary-general of Romania's National Peasants' party, was given 10 days to form a government. He succeeds prime minister Victor Ciorbea, who resigned on Monday. Page 3

China reaffirms WTO plans
China sought to reassure western governments that the recent leadership changes and the drive to speed domestic economic reform had not diminished its commitment to joining the World Trade Organisation. Page 16

\$1.8bn for Nicaragua
Government donors to Nicaragua pledged \$1.8bn over three years to help the country tackle poverty and accelerate growth. Page 3

Australian drive against tariffs
Australia's deputy prime minister, Tim Fischer, vowed to pursue the elimination of farm subsidies and agriculture trade tariffs in Europe and Japan. Page 7

Low voter turnout in Hong Kong
Hong Kong took an unconvincing first step in maiden post-colonial elections when only 23 per cent of voters turned out to choose an election committee to pick parliamentary legislators. Page 6

WORLD MARKETS

STOCK MARKET INDEXES

	New York	London	Paris
Dow Jones Ind Ar	8,818.14	1,853.67	1,803.00
NASDAQ Composite	1,853.67	1,803.00	1,803.00
Europe and Far East			
FTSE 100	3,005.88	1,522.51	1,522.51
DAX	5,176.02	2,224.49	2,224.49
FSE 100	6,027.6	3,852.5	3,852.5
Nikkei	15,702.00	1,338.70	1,338.70
EURO LUXEMBOURG RATES			
EURO FUND	1.55%		
3-Mth T-Bill Yld	5.020%		
10-Yr Bond	10.2%		
Yield Curve	5.870%		
OTHER RATES			
US 3-Mo Interbank	7.5%		
UK 10 yr Gilt	10.41%		
France 10 yr OAT	10.43%		
Germany 10 yr Bund	10.51%		
Japan 10 yr G-C	10.50%		
Switzerland 3-Mo CHF (Averaged)	10.54%		
Bank Rate	15.44	13.48	13.48

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Market	Price	Change	Open
FTSE 100	3,005.88	+302.2	2,693.6
London	5,176.02	+302.35	4,873.67
Paris	1,522.51	+1.51	1,521.00
Frankfurt	2,224.49	+1.51	2,223.00
Stockholm	3,852.5	+1.51	3,851.00
Milan	1,338.70	+1.51	1,337.20
Madrid	1,803.00	+1.51	1,801.50
New York	8,818.14	+1.51	8,816.63
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Milan	1,338.		

WORLD NEWS

EUROPE

Yeltsin promises to consult on premier

By Gillian Freeland in Moscow

President Boris Yeltsin made two big concessions to rebellious parliamentarians yesterday as the Kremlin's effort to install Sergei Kiriyenko as the new prime minister ran into unexpected stiff opposition.

Mr Yeltsin, who last week threatened to dissolve parliament if it did not approve his candidate, took a softer tone, telling members he would seek their views on the formation of the new cabinet as a whole.

After meeting the speakers of the two houses of parliament,

he also moved to delay the legislature's vote on Mr Kiriyenko's nomination, postponing it from today until Wednesday.

Mr Yeltsin's unusually conciliatory stance failed to stop the Communists, the single biggest faction in the Duma, the lower house of parliament, from reiterating their opposition to the inexperienced, 35-year-old prime minister-designate.

Gennady Zyuganov, the Communist leader, said his faction would not support Mr Kiriyenko "in the first, second or third round of voting". Mr Zyuganov's threat

intensified the game of brinkmanship between the Kremlin and the normally quiescent Duma.

Mr Yeltsin needs parliament's backing to confirm a new prime minister. But he holds a powerful political weapon as well: if it rejects his choice three times, he has the right to dissolve it and call new elections.

The next test for Mr Kiriyenko is expected to come today, when the former fuel and energy minister has been asked to present his economic programme to control of Russia's most valuable assets.

One of the most intense battles is being fought over Rosneft, the largest oil company still to be privatised.

cabinet, but Mr Kiriyenko said he would refuse to do so until he has been confirmed.

Next Tuesday, Mr Yeltsin has promised to hold "round table" consultations with Russia's leading political parties, soliciting their views about Mr Kiriyenko and the new cabinet as a whole.

The political uncertainty in Moscow has renewed the struggle between rival political and financial claims for control of Russia's most valuable assets.

His warning is part of a concerted bid by Russia's tycoons to force the state to bring down the price by col-

lectively agreeing not to participate on the current terms.

Instability at the highest levels of government has also reignited the fight over Unified Energy Systems (UES), the national utility.

Government officials yesterday voted to withdraw their nomination of Anatoly Chubais, the former first deputy prime minister, to join the board of directors.

It is still unclear whether

Mr Chubais will be made chief executive officer of UES and his allies are waging a fierce campaign to win the post for him.

Greek reforms prompt strikes

By Karin Hope in Athens

Greece's confederation of trade unions organised a three-hour work stoppage at utilities and state enterprises yesterday in support of workers at Olympic Airways who are contesting the Socialist government's rescue plan.

The government faces the prospect of wider unrest in the public sector if the crisis over the loss-making state carrier is prolonged. Costas Simitis, the prime minister, agreed last month to implement sweeping reforms at utilities and state-controlled corporations as the price of the drachma's entry to Europe's exchange rate mechanism.

Mr Simitis appears to have rallied the cabinet behind him, but he faces opposition from a group of leftwing deputies in his party who have submitted written objections to the transport ministry's restructuring plan for the airline.

The work stoppage, timed to coincide with the evening rush hour, shut down state-owned broadcasting services and public transport in Athens. The state electricity utility, struggling to repair transmission systems wrecked last week by storms and high winds, was under power cuts.

More than a dozen flights were cancelled after Olympic's militant cabin crew union broke ranks and staged a separate work stoppage in the morning.

The airline's 17 unions have tried to avoid angering public opinion by operating normal flight schedules as far as possible during the two-week confrontation with the government.

Vassos Papandreou, the powerful development minister, who has a record of opposing Mr Simitis and his modernising faction, made a television appeal to Olympic's 7,000 workers to agree to the rescue plan before the tourist season gets under way later this month.

The restructuring calls for a three-year wage freeze and cuts in benefits. Several hundred senior staff members have submitted their resignations rather than accept the collective wage agreement and working conditions which the government intends to push through parliament next week.

Government officials say they are prepared for a long drawn-out battle with Olympic, partly because other local and foreign carriers would be able to take over domestic and international routes if the unions opt for a long strike.

WAR CRIMES EX-MINISTER STAYS FREE PENDING CHALLENGE TO 10-YEAR SENTENCE FOR HELPING DEPORT JEWS

Papon appeals against jailing

By Robert Graham in Paris

In France's first and only war crimes trial of a bureaucrat in the collaborationist Vichy government, Maurice Papon, 87, a former Gaullist transport minister, was sentenced yesterday to 10 years in prison for helping deport Jews during the Nazi occupation of France.

But the jury in the Bordeaux court rejected the more serious charge of complicity in the Jews' subsequent deaths in concentration camps.

Mr Papon's lawyers immediately challenged the sentence, and he will remain free until his case is heard in an appeals court - a process that could last more than a year.

The verdict followed 18 hours of continuous deliberation by a nine-person jury aided by two magistrates and Jean-Louis Catagné, the judge who presided over the six-month trial.

Representatives of the more than 1,500 persons deported from the Bordeaux area while Mr Papon was a Vichy official expressed

mixed satisfaction. "We are relieved but there's no sense of triumph," said Michel Shtisnky, a Jewish member of the Bordeaux resistance who 17 years ago helped spark the case against Mr Papon.

Speaking on behalf of several families who brought a civil action against Mr Papon, Gérard Boulanger said: "This is a victory for the victims. But if the court rejected his complicity in murder, this does not recognise the real role played by the Vichy regime - this leaves an unfinished taste."

The state prosecution had sought a 20-year sentence for Mr Papon's involvement in the deportation in eight convoys of 1,560 Jews, of whom 223 were children. The jury found he had no responsibility for half the convoys.

More importantly, in rejecting the charge of complicity in the deportees' murder, the court implicitly accepted he had no knowledge of their fate in Hitler's concentration camps.

This was a central issue in the trial. But the prosecution failed to convince the court that important regional



Maurice Papon leaves court after sentencing yesterday

Reuters

Vichy officials were aware of Hitler's genocidal plans, even though France had introduced anti-Semitic laws.

Mr Papon's case was helped by a string of former members of the resistance who said that even General Charles de Gaulle, leading the Free French forces in London, was unaware of the

Holocaust's extent.

The court managed to pin individual responsibility on Mr Papon for his opportunism in siding with the Vichy administration. Nevertheless the prosecution's case in numerous public opinion polls was weakened because no other Vichy officials had been brought to account in

BANKING WORRIES OVER CLASSIFIED LOAN FIGURES

Czechs may face loan problem

By Joe Cook in Prague

The volume of classified loans in the Czech Republic's banking sector rose by 5 per cent last year to Kč270.1bn (\$8bn), or 27 per cent of outstanding loans, according to the Czech National Bank (CNB).

On a risk-weighted basis, however, the volume of classified loans stood at Kč174bn, or 17.4 per cent of outstanding loans. Classified loans are ones on which neither interest nor principal has been paid for 30 days or more.

Against that, the CNB reports that banks held cash reserves and loan loss provisions of Kč55.2bn, as well as Kč78.9bn of collateral against risk-weighted classified loans.

Using statistics compiled by the CNB in September 1997, and by applying three different risk-scenarios to them, an economist with a

banking system appears to have a provisioning shortfall of a manageable Kč200m.

Some economists, however, argue that the CNB's figures do not fully portray the size of the banking industry's bad loan portfolio. They argue that a more transparent and accurate measure of Czech banking's bad loan mountain can be gained by looking at the consolidated banking system.

This would include Konsolidaci Banksa, a finance ministry bank set up to relieve banks of poor assets, two other state vehicles that cater for bad bank loans, and several banks currently under forced administration.

Using statistics compiled by the CNB in September 1997, and by applying three different risk-scenarios to them, an economist with a

major western investment bank calculates that the consolidated banking system is under-provisioned by anything between Kč35.1bn and Kč49.9bn, equal to 3 per cent and 14.9 per cent of GDP respectively.

These readings are based on figures that put the volume of classified loans in the consolidated banking system at Kč372.4bn. The volume of risk-weighted classified loans stood at Kč254.6bn.

Consolidated cash reserves and provisions were Kč123.4bn and the declared value of collateral held against classified loans was Kč156.9bn. Martin Svejka, the CNB's spokesman, yesterday confirmed that these figures were correct as of September 1997.

The lower figure of Kč35.2bn is arrived at by

subtracting cash reserves and provisions, and the declared value of collateral, from the risk-weighted volume of classified loans.

"This assumes two things," the economist said, "that the collateral has been correctly valued, and that all risk weighted loss loans are recoverable."

● President Vaclav Havel yesterday set June 19-20 as dates for early parliamentary elections. AP reports from Prague.

Czech politics have been stalemated since June 1996, when the then prime minister, Vaclav Klaus, and his centre-right coalition missed winning a parliamentary majority by just one seat.

Mr Klaus was removed last December in a party finance scandal.

Le Pen barred from office

By Robert Graham

Jean-Marie Le Pen, leader of the extreme right National Front, was yesterday barred from public office for two years and sentenced to three months' imprisonment for provoking violence during a political meeting last year.

The sentence, handed down by a Versailles court, comes at a time when several important moderate rightwing politicians have begun to forge controversial alliances with the National Front to ensure control of regional administrations.

These alliances have caused a serious split within the Gaullist RPR and the liberal UDF, while forcing all the main political parties to close ranks to marginalise the National Front.

Mr Le Pen was brought to court for incidents during last May's general election campaign. Supporting his daughter, Marie-Caroline, who was a candidate, Mr Le Pen became involved in a violent altercation with Annick Peulvast-Bergael, a Socialist candidate who is now a deputy.

The ruling may prevent Mr Le Pen standing for re-election in next year's European Parliament elections and could force him out of office as a regional councillor.

Mr Le Pen has always painted himself as a victim of a political vendetta by the establishment to undermine the Front's growing success among the electorate.

The party now takes over 10 per cent of the vote. In the March 15 regional elections, it proved it was a vital ally to the moderate right in seven regions.

Since then, the moderate right in all but three regions have renounced their ruling alliances with the Front after strong pressure from party leaders and President Jacques Chirac.

It remains to be seen whether Bruno Megret, the Front number two, who is regarded as the more "reasonable face" of the party, will take advantage of Mr Le Pen's judicial problems to assert himself.

POLISH COPPER

Strike action may spread

Industrial action at KGHM, Poland's listed copper producer which accounts for 50 per cent of world production, threatened to spread yesterday as talks with management broke down at the combine's largest mine. Workers at KGHM's two other pits voted in a strike ballot, whose results are due today. The strikers want management to modify a restructuring policy which centres on transferring several thousand of KGHM's 20,000 employees to less well-paid jobs in company-owned subsidiaries.

KGHM management said the stoppage at the Rudna mine is illegal and is threatening to initiate legal proceedings against the Solidarity trade union-led strike committee at the mine. The 61-strong strike committee said yesterday that it would not permit iron ore to be transported out of Rudna's mine shafts, while the miners themselves declared that they were ready to work. Christopher Bobinski, Warsaw

LATVIAN ATTACK

Riga synagogue bombed

A synagogue in the historic old town of Riga, Latvia's capital, was damaged early yesterday in a bomb attack, which shattered windows and damaged doors. Guntis Ulmanis, Latvia's president, and Guntis Krasts, prime minister, condemned the attack. "The president categorically condemns the act of vandalism... and unequivocally rejects any sort of violence," Mr Ulmanis's office said.

The same synagogue was bombed in 1996. A madman was later arrested in connection with that incident. A few months ago, the synagogue was defaced with a swastika. The act was attributed to an underground anti-Semitic nationalist organisation called Perkonkrusts or Thundercross.

Touring the site, US ambassador Larry Nepper condemned the attack and said the US government would send forensic experts from the Federal Bureau of Investigation to help in the inquiry. The bombing is a further blow to Latvia's international image, recently denting after a reunion of Latvian Waffen SS veterans in the centre of Riga was attended by the head of Latvia's armed forces and several members of parliament. Latvia's president and government dissociated themselves from that event. Matis Vipotnik, Riga

EUROPE

Yilmaz gives in to coalition partner's call for early poll

By Kelly Cuthbert in Ankara

Turkey's prime minister, Mesut Yilmaz, said yesterday that his minority government, bruised in a recent confrontation with the military, would seek early elections some time in 1998, a year earlier than scheduled.

His announcement followed a call for early polls from a left-wing party that lends vital support to his coalition. The Republican People's party leader, Deniz Baykal, had threatened to withdraw his support unless a date for early elections was set.

However, Mr Yilmaz ruled out elections before next year, saying: "An election before next year would not be helpful as our govern-

ment is currently handling several important problems, including the Cyprus question, economic reforms and the fight against religious radicalism."

The nine-month-old government - an unwieldy grouping of Mr Yilmaz's Motherland Party, the small leftwing Democratic Left Party and the small centrist Democratic Turkey party - eased the recent tension with military leaders when it agreed last week to implement new measures sought by the army to counter Islamic radicalism.

Those measures include legislation to make it easier to fire civil servants with known ties to radical Islamic movements and stricter penalties for those violating

secular dress codes. Mr Baykal had earlier agreed to back the government in its efforts to pass legislation necessary to implement those anti-fundamentalist measures, as well as reforms of the tax code and social security administrations and other measures included in the government's economic "stability programme".

The government needs the Republican People's party's 54 seats for a majority in the 550-seat parliament. Mr Baykal, in his call this week for early elections, was quoted as saying there was a need for "democratic renovation" of the government structure.

The military, guarantors of Turkey's secular foundations, has exercised extraor-

dinary influence over day-to-day government business since last year, when it began its struggle to fight religious radicalism, which it says is the nation's top domestic threat.

Analysts said the military opposes early polls as long as the secular mainstream centre-left and centre-right parties remain fragmented.

Then fragmentation of the main secular parties has helped Turkey's political Islamic movement, now represented by the Virtue party after the dissolution earlier this year of the Islamist Welfare party for anti-secular activities. Virtue is currently the strongest party in parliament, with 142 seats. Motherland is second with 139 seats.

Yugoslav devaluation angers Montenegro

By Guy Dimore in Belgrade

Yugoslavia's sharp devaluation of the dinar has had immediate repercussions across the border in Bosnia and further strained relations with the reformist government in Montenegro, partner with Serbia in the Yugoslav federation.

Officials representing the international community in Sarajevo yesterday welcomed an announcement by Milorad Dodik, the pro-western Bosnian Serb prime minister, that the D-Mark would become an official currency, with the dinar, in the Serb-controlled half of Bosnia.

Western officials said Mr Dodik's decision demonstrated that his government was distancing itself from the Yugoslav government in

Belgrade and paving the way for the introduction of a new single Bosnian currency, the "convertible marka", which is pegged at parity to the D-Mark.

Shortly after Belgrade devalued the dinar by 45 per cent on Wednesday, Mr Dodik said his administration wanted to shield Bosnian Serbs from the inflationary impact. All wages of civil servants would be paid in D-Marks.

Four different currencies are used by Bosnia's still divided communities - the D-Mark, the Croatian kuna, the Yugoslav dinar used in Moslem-controlled areas. Western governments see the introduction of a single currency as a key step towards building a functioning state.

The convertible marka, officially described as a "coupon", is being printed in France and should be in circulation next month. In Banja Luka, the main Serb city, shopkeepers yesterday displayed prices in German D-Marks as well as convertible marka.

Officials in Belgrade fear an influx of dinars from Bosnia into Serbia that would undermine efforts to stabilise the weakened dinar at the new rate of six to D-M. The previous fixed rate was 3.3.

The devaluation drew an angry response from Montenegro's prime minister, Filip Vujanovic, who said his government had not agreed to the devaluation, which was decided at the federal Yugoslav level.

Spain heals its rift with Cuba

By David White in Madrid

Spain normalised its diplomatic ties with Cuba yesterday with the appointment of a new ambassador to Havana, filling a post that had stayed vacant for almost a year and a half.

The normalisation of relations is due to be marked by a visit to Madrid early next week by Roberto Robaina, the Cuban foreign minister. It is expected to pave the way for a long-mooted trip to Cuba by King Juan Carlos, marking 100 years since the end of Spanish colonial rule.

The initiative is aimed at defusing the most contested aspect of the centre-right Spanish government's foreign policy since it took power in 1996. A tougher political stance towards Cuba's communist government led to a crisis in November 1996, plunging relations between Spain and its former colony to their lowest level since the early days of President Fidel Castro.

Differences came to a head when Cuba withdrew its approval for a newly nominated Spanish ambassador, complaining of "unacceptable interference" in its domestic affairs. The rejected envoy, José Codrach, had said in a Spanish newspaper that the embassy in Havana would keep its doors open to dialogue with the Cuban opposition.

The new appointee, Eduardo Junco, is a career diplomat who has long experience in consular affairs and who was previously ambassador in Zaire and Ukraine.

The appointment was greeted with relief by Spanish businessmen involved in Cuba, where Spain ranks as the largest European investor, with an important role in the tourism industry. Spain last year increased its exports to Cuba by almost 18 per cent to \$169.4bn (\$450m), well ahead of other European Union suppliers.

Romania banks on EBRD to smooth the privatisation process

Anatol Lieven examines the progress so far on the effort to sell off part of the country's banking sector

The European Bank for Reconstruction and Development may take stakes in three Romanian banks to help smooth the much-delayed bank privatisation process.

Henry Russell, head of the EBRD's office in Bucharest, said discussions were advanced on the EBRD entering into a loan-for-share agreement with Bancpost, the first bank on the list to be privatised.

The International Monetary Fund and the World Bank have made bank privatisation a condition of further lending to Romania.

"The EBRD has been very active in all the east European banking sectors," said Mr Russell, "and we are confident that we can play a useful role in Romania."

The six Romanian state banks still account for about 70 per cent of Romania's banking assets and deposits.

International advisers have been appointed for the sale of 51 per cent of the shares in Bancpost and the

Romanian Development Bank (BRD), the second bank on the list for privatisation. A consortium led by ABN-Amro, the Dutch bank, is to advise Bancpost, and one led by Nomura is to help the BRD. Romanian officials say both will be sold by the end of the year.

No advisers have been chosen yet for the much bigger agricultural bank, Banca Agricola, and its privatisation is not expected until early next year at best. Bank privatisation, like most other areas of reform, has been delayed by the political crisis which struck the Romanian coalition in the first three months of this year.

Under the previous administration of President Ion Iliescu, the larger state banks greatly overextended their loan portfolios. Banca Agricola, for example, was pressured by the then government into making massive loans to loss-making state farms in advance of the 1996 presidential elections.

Corruption has also been a

problem. Last year, Razvan Temesan, the head of the biggest state bank, Bancorex, was dismissed and arrested on charges of embezzlement and making illegal loans.

Last autumn, the government issued almost \$1bn of five-year state bonds to cover bad debts to Banca Agricola and Bancorex from state farms and the state oil company. By IMF estimates the interest payments will amount to around 1.7 per cent of gross domestic product this year. And as a western diplomat commented, "this being Romania, there are almost certainly more serious debts that have been swept under the carpet".

Bancpost and the BRD,

however, are believed to have the cleanest loan portfolios and the strongest management teams of any of the state banks. The EBRD has lent \$50m to the BRD under a sovereign guarantee. Mr Russell said that this was justified by the "very positive" impression given by

the bank's management.

Mr Russell emphasised the need for the Romanian banks to attract genuine foreign strategic investors.

"The privatisation ministry has recently been stressing sale through the capital markets. This is viable for some companies, but probably not for the banks, given Romania's dearth of real credit and management skills. We think it best if these banks get strategic investors, with international scope and technical expertise," he said.

Some western observers

fear, however, that Bancpost

and the BRD may be too small to attract big international players, while the bigger banks may be seen as too much of a risk.

"We don't know of anyone who has expressed a real interest as yet," said one western diplomat. "Any buyer would have to put an immense amount into training and re-equipping, and frankly, with the Romanian economy and reform process in their present state, I'm not sure that potential western buyers would think it's worth their while."

The government and the

ruling coalition are also divided on whether the banks should be sold to foreign strategic investors at all, or whether any foreign investment should be split up into smaller packets, with management remaining in Romania.

Last year, there was strong pressure from some of the partners in the government coalition to divide up control of the banks along party lines. This was blocked by Victor Ciorbea, the former prime minister, but the government parties' inability to reach agreement meant

that all the managers of the state banks except Banca Agricola are only acting managers. Not coincidentally, Banca Agricola is the only bank to have started a full-scale restructuring programme, and shed 1,500 of its 12,000 staff last year.

In the view of a senior international banker, the political struggle to keep control of the banks is likely to continue whatever the outcome of the current impasse: "Politics is based on money and power, and that makes bankers powerful people in politics."

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THE AMERICAS

Defiant Starr to push on with Clinton perjury probe

By Richard Woffe

in Washington

Kenneth Starr, the independent prosecutor, yesterday said he was determined to pursue his inquiry into allegations that US President Bill Clinton committed perjury over an affair with a White House intern.

Mr Starr insisted his criminal investigations were entirely unaffected by the collapse of the Paula Jones sexual harassment case, which was the source of the perjury charges.

Speaking the day after a US district judge threw out the Paula Jones civil lawsuit, Mr Starr said: "In that civil case, you cannot defile the temple of justice. Rather, you must play by the rules. We all must play by the rules."

"And if you don't play by those rules, if you lie under oath, if you intimidate a witness, if you seek otherwise to obstruct the process of

justice, it doesn't matter who wins and who loses in the civil case. What matters from the criminal law's perspective is who committed the crimes committed?"

A grand jury in Washington is currently hearing accusations that the president lied under oath about an affair with Monica Lewinsky, former White House intern, and then forced others to cover up in his defence against the Jones case.

Erskine Bowles, the White House chief of staff and Mr Clinton's leading adviser, testified before the grand jury yesterday. Mr Starr promised his inquiry would be completed "as quickly as possible" but his office refused to give any timetable for the case.

His four-year inquiry, which began with allegations over Mr Clinton's Whitewater property deals, has already cost taxpayers \$29m. Congressional auditors



Starr (left) shrugs off dismissal of Jones (right) case AP

reported earlier this week.

Lawyers for Paula Jones, a former Arkansas state employee, are now expected to launch an appeal against the decision by a US district judge to dismiss all the sexual harassment charges in the sordid case.

The Rutherford Institute, the rightwing organisation funding Ms Jones's legal costs, promised to back an appeal against the judge's

ruling and insisted that it had a strong case which should be heard by a jury.

Less than two months before the trial was due to begin, Judge Susan Webber Wright said there was insufficient evidence Ms Jones had suffered personally or professionally from the alleged incident in a hotel room in Little Rock in 1991, when Mr Clinton was the governor of Arkansas.

In Congress, Republicans are increasingly impatient to see Mr Starr's report on the perjury charges before considering whether to launch proceedings to impeach the president.

Democrat leaders were delighted by the president's court victory. Thomas Daschle, Democrat leader in the Senate, said: "I think the country has been consumed by this for too long. We now can get back to business, and I think there was a huge

Clinton off the hook. Page 15

DOW CORNING AGREEMENT TO SETTLE CLAIMS OF 10,000 WOMEN IF COURTS CONCUR WITH US\$35m DEAL IN CLASS-ACTION SUIT

Breast implant group in Canadian accord

By Edward Alden in Toronto

Dow Corning Corporation, the US silicone materials company, has agreed to pay out US\$35m in a Canadian class-action suit over silicone breast implants, the largest settlement outside the US and the first case to be resolved under the company's proposed bankruptcy reorganisation.

The agreement, announced yesterday, will settle the claims of approximately 10,000 Canadian women who first filed in Ontario courts

in 1993, claiming the implants were responsible for a range of connective tissue and immune deficiency diseases. Dow Corning sought Chapter 11 protection from creditors in the US in 1995 when it was faced with more than 170,000 claims worldwide from women fitted with the implants before the product was withdrawn from the market in 1994.

Dow Corning Canada's operations manager John Davis said the settlement "is a significant development in the overall resolution of the

breast implants controversy". The company is hoping the settlement will set a precedent for further agreements under its proposal to pay out \$3bn over 16 years to settle all domestic and foreign claims.

The company submitted its second amended reorganisation plan to the US bankruptcy court in Michigan on February 17, offering women between \$1,000 and \$200,000 depending on their medical conditions. Hearings on the proposal begin on April 6. The plan must still be

approved by the court and creditors before it is implemented.

Dow Corning, the largest of the four main manufacturers of silicone implants, has maintained that the weight of scientific evidence shows no substantially increased risk of disease from silicone implants, though it has acknowledged the damage in cases where the implants have ruptured. But the company sought bankruptcy protection in the face of a flood of litigation claims.

Charles Wright, a lawyer involved in the negotiations on behalf of claimants in Ontario, said that payments to the women affected could begin in as little as 18 months. The settlement must still be approved by courts in Quebec and Ontario, and by the US bankruptcy court.

Two other Canadian class-action suits against other manufacturers have already been resolved. Bristol-Myers Squibb agreed to pay out \$20.5m in 1995, and an Ontario court on Monday approved a settlement in

which Baxter Healthcare will pay between \$9m and \$15m. In the deal with Bristol-Myers Squibb, individual payments ranged from C\$8,000 to C\$60,000 (US\$6,125-US\$42,500). The Dow Corning payments will depend on the number of women who apply and the nature of their medical conditions.

Dow Corning — equally owned by the Dow Chemical Company and Corning — faces about 700,000 to 800,000 claims worldwide related to all silicone implants, not just breast implants.

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Latin American trade link-up wins support

By Stephen Fidler,
Latin America Editor

Popular support for economic integration in Latin America grew significantly last year, according to a regional opinion poll published this week.

Support was weakest in Paraguay, the only country where backing for integration fell over the year, where 58 per cent backed the idea, Mexico, 82 per cent, and Brazil, 71 per cent.

The sharpest rise occurred in Central America, where support rose from 48 per cent to 60 per cent over the year. It was most strongly backed in Nicaragua — 89 per cent — and Honduras, 87 per cent, and support was weakest in Panama at 72 per cent.

The poll, conducted by the Latinobarómetro group of polling organisations, showed support for Latin American integration was 70 per cent in 1996, up from 62 per cent in 1995.

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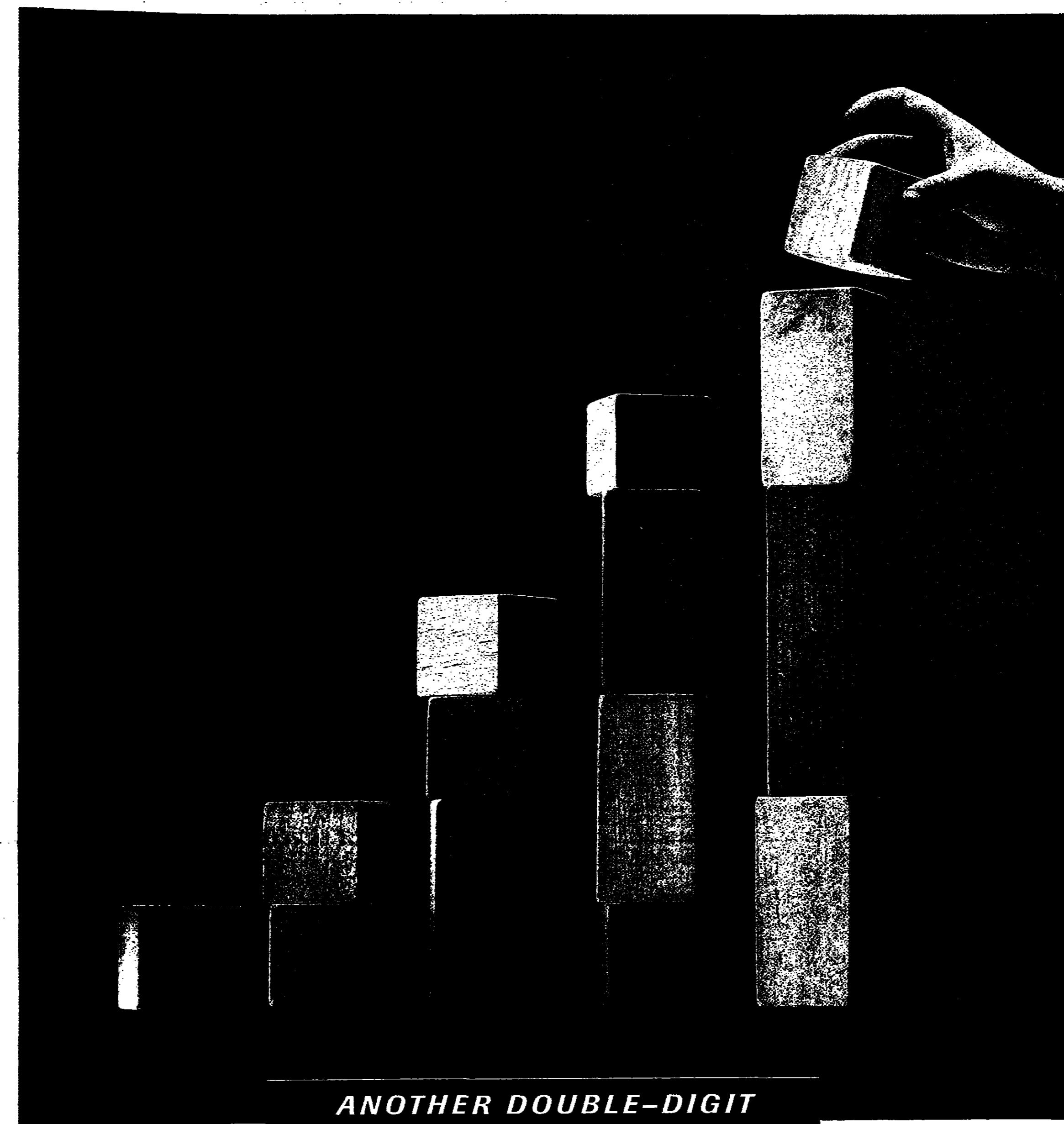
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Glaxo in Spanish row over pricing policy

By David White in Madrid

Glaxo Wellcome, the UK-based pharmaceuticals concern, is fighting a campaign by a group of Spanish wholesale distributors which claims the company is imposing an illegal price system.

Aseprofar, an organisation representing about a dozen distributors, said it had complained to the Spanish ministry of health and European Commission competition authorities about Glaxo's policy of setting two prices, one for the domestic Spanish market and another for products exported from Spain.

The company's Spanish subsidiary, which claims market leadership in sales of pharmaceuticals, confirmed that it had established a "new distribution system" to tackle the problem of parallel imports. This involves traders who exploit rela-

tively low government-fixed drug prices in one country to export to other European markets where the same products are more expensive.

Enrique Conejo, a lawyer representing Aseprofar, alleged that Glaxo's dual-price arrangement was illegal under both Spanish and international law, and contravened the principles of the European single market. He said health ministry officials in Madrid had verbally supported the view, during a meeting yesterday, that Glaxo was acting illegally.

Between 80 and 90 per cent of wholesalers, including the two largest groupings, had already agreed to its new terms, he said, adding that the few that were opposed were mostly dedicated to export. He confirmed that Glaxo was stopping supplies to those who did not accept the conditions, but denied that this was causing any shortage of supplies.

Ford seals \$3m deal for Belarus assembly plant

By Haig Sosanian in Minsk

Ford Motor has sealed the first big contract for its new Belarus assembly plant, with a \$3m deal to supply 1,500 Transit minibuses for transport in Moscow.

The agreement comes as a relief for the Belarus operation, after the plant opened last July, was forced to halve output in October when unexpected customs problems virtually halted exports to Russia.

Russia and Belarus have agreed a customs union, and the new plant was created as Ford's first step to serve the potentially huge Russian market. Since starting production, about 400 of the 430 Transit vans and Escort cars assembled from kits in Belarus have been sold in Russia.

Neil Campbell, general director of Ford's plant in Minsk, said he hoped the removal of the customs hitches would allow the

plant to return to its full single-shift capacity of about 32 vehicles a day, or about 6,800 a year.

Len Meany, Ford's associate director for new markets, said that if Ford met its sales aims, the next step would be to double output levels by adding a second shift in early 1999 and potentially moving the full body and paint facilities in three years.

The company has so far recruited 12 dealers in Russia and hopes to increase that to 25 by the end of this year. Apart from Belarus-sourced vehicles, the outlets also sell cars imported directly from Ford's factories in Europe and the US.

The Minsk plant is virtually identical to the Ford unit at Plonsk in Poland, opened nearly two years ago.

Ford has shied away from building big greenfield factories or setting up joint ventures with large existing

manufacturers in the region, in favour of much smaller kit-assembly plants which could be expanded as local markets and components supplies improve.

Mr Campbell said he hoped to raise the local content of the Belarus-assembled vehicles, as more suppliers moved into the region. Local content in Poland has risen sharply.

Ford is pressing on with plans to invest at least \$250m in a much bigger manufacturing joint venture near St Petersburg. The unit, located at the Russky Diesel works at Vsevolovsk, about 30km from the city, could build up to 150,000 vehicles a year.

Details of the scheme have yet to be finalised. Like other western manufacturers with plans in the region, Ford is awaiting Russia's final passage this week of its new decree on motor manufacturers.

It represents joint ventures with China, Korea and Japan.

India to step up dumping action

By Mark Nicholson in New Delhi

India will this month create an anti-dumping directorate to help meet a rise in complaints from local industry.

The directorate will have a staff of 15 under a director general. Previously a small staff within the ministry of commerce dealt with dumping complaints.

Officials said the new unit was likely to make India pursue anti-dumping cases more aggressively.

The role of the quasi-judicial body, which will act independently of the commerce minister, will be to check pricing data supplied by local industrialists, judge whether dumping applies and whether it has caused injury to local industry. Where it finds dumping, it will set and levy anti-dumping duties.

Though the move coincides with the election of the economic nationalist Bharatiya Janata Party (BJP), officials said it was not connected to the BJP's *swadeshi* policies of "self-reliance".

"The timing is unrelated, we have been working on this for about a year now," said Ms Rati Vinay Jha, who will be director general of the new unit.

The directorate is a response to a sharp rise in dumping complaints.

Ms Jha said this resulted partly from India's more open trade since liberalisation began seven years ago, and partly from a better understanding within Indian industry of how to prepare anti-dumping cases.

"Things have not moved as fast until now because India didn't know how to move on trade data, but Indian industry is getting savvy," said Ms Jha.

India's commerce ministry imposed anti-dumping duties in at least 15 cases between 1988 and last year, but has seen a sharp rise in cases - mostly against exporters from China, Korea and Japan.



Tim Fischer: robust attack on protectionism

NEWS DIGEST

AIRLINE ALLIANCES

US Airways goes looking for a global partner

US Airways hopes to join one of the existing worldwide airline alliances this year. Stephen Wolf, its chairman, said yesterday. Mr Wolf said in London he hoped to begin by concluding a partnership with a single airline as a prelude to joining an alliance. US Airways' previous alliance with British Airways broke down when BA announced its planned tie-up with American Airlines in 1996. Mr Wolf said he also expected to announce firm orders and options on 30 wide-body aircraft later this year. He said that US Airways would choose between the Boeing 767 and the Airbus A330. US Airways last year placed firm orders for 124 narrow-body Airbus aircraft. Michael Stapiner, Aerospace Correspondent

ENVIRONMENTAL CRIME

Britain to urge crackdown

Britain will today urge the world's seven richest industrialised nations and Russia to crack down on environmental crime ranging from trade in endangered species to illegal smuggling of CFC gases. John Prescott, the deputy prime minister and environment secretary, will urge the Group of Eight environment ministers meeting in Leeds to clamp down on illegal trade. The UK estimates the trade to be worth \$20bn a year. European Union countries in the G8 are also expected to press Russia to take on a more demanding target for curbing its greenhouse gas emissions.

At the Kyoto conference in December, Russia agreed only to stabilise its emissions at 1990 levels by 2010, while the EU Japan and the US agreed to cut theirs by 8.7 per cent and 6 per cent. But the EU's G8 members - UK, Germany, France, and Italy - fear that Russia's undemanding target will lead to "cheating" under the emissions trading system being planned to help meet the Kyoto commitments.

This is because it will be allowed to "sell" the difference between the emissions target and actual emissions, expected to be lower than the target. Leyla Boultton, Environment Correspondent

TRINIDAD GAS

LNG plant to be doubled

A consortium of European, US and local companies building a \$1bn liquefied natural gas plant in Trinidad has decided to double the plant's capacity to 6m tonnes per year. The first phase, with capacity of 3m tonnes per year, will be completed in 15 months, and construction of the additional plant will start this year. The expansion follows recent significant discoveries of gas fields off Trinidad's coast. BG (formerly British Gas) and Amoco of the US have found large commercially exploitable fields, and several other foreign companies are exploring after reaching production sharing agreements with the government.

The plant is owned by Atlantic LNG, in which Amoco of the US has a 34 per cent stake and BG has 26 per cent. Repsol of Spain has 20 per cent, with Cabot Corporation of the US and the state-owned National Gas Company of Trinidad and Tobago each having 10 per cent. The output of the first phase has been sold under a 20-year take or pay contract, with Cabot LNG, a subsidiary of the Cabot Corporation, taking 60 per cent and Enagas of Spain taking the remainder. Canute James, Kingston

INTERNATIONAL

MIDDLE EAST RESPONSE OF SYRIA AND IRAN SEEN AS VITAL TO DEAL ON TROOP PULLOUT

Israel sets conditions for withdrawal from Lebanon

By Judy Dempsey in Jerusalem

Israel went on the offensive yesterday, insisting it would withdraw from Lebanon, but only if Lebanon moved its army into the vacuum left by departing Israeli troops.

Uri Lubrani, Israel's veteran defence minister, civilian co-ordinator in south Lebanon, said the inner cabinet's partial acceptance of United Nations Security Council Resolution 425 this week was "a starting point of a process."

Resolution 425 calls for the immediate and unconditional withdrawal of Israeli troops from Lebanon. It was passed in 1978 when Israel first invaded the country to dislodge Palestine Liberation Organisation forces from Beirut.

"Nothing is going to happen from today to tomorrow but I think we are well on the road," said Mr Lubrani.



It is necessary to protect its citizens in northern Israel.

But given the complexities of Lebanese politics where Syria is the main power broker, Mr Lubrani said it was understandable the Lebanese were reluctant to openly support the Israeli move.

The most weighty sources in Lebanon - they cannot come out in the open, obviously - but their position is very clear. They have to toe the Syrian line. This is no secret," said Mr Lubrani.

He added that "behind all this is a quest to get this thing off the ground and implemented. But they cannot say it."

Since the security zone was set up, the Israeli-backed South Lebanese Army has been waging a low-level guerrilla war with Hezbollah, the Lebanese Shia militia whose aim is to oust Israel from the country.

Israel says the strategy of

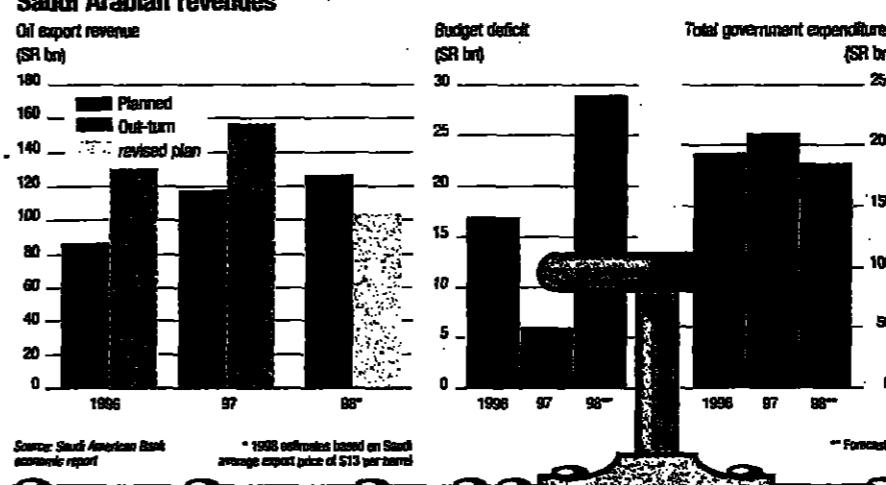
the Hezbollah will depend on Iran, which in the past has been linked to supplying military equipment and possibly training to the Hezbollah.

Officials believe President Mohammad Khatami could play a crucial role in determining how Hezbollah will respond to any Israeli withdrawal.

But much will depend on Syria, of which Israel made no mention in the cabinet statement on its resolution to withdraw from Lebanon. Mr Lubrani said the resolution "simply concerns Israel and Lebanon only. There are side players. We will have to see how to muster support to get this resolution off the ground."

In the past, Syria has linked any Israeli withdrawal from Lebanon to negotiations on the Golan Heights which Israel captured from Syria in 1967.

Saudi Arabian revenues



on domestic debt, which is now 85 to 90 per cent of gross domestic product.

Residents in Riyadh say many hotels and residential compounds suffer periodic power cuts and are forced to operate their own sewage disposal systems.

"In the last three years of relatively buoyant oil revenues," said one Riyadh banker, "there has been an accumulation of money but no creation of wealth, and no capital markets development, except one closed-end fund, to tap some \$400bn of available private sector funds held by less than 1 per cent of the national population."

Other critics say the government is failing to create jobs or develop a self-sustaining manufacturing and industrial base. Nor is it making any progress on privatising state companies apart from some progress on the telecommunications system.

Privatisation of the inefficient state power companies has not begun. "If I had my way," said Hashem Yamani,

industry and electricity minister, "corporatisation of the power sector would be done tomorrow. But the subject is still being discussed in the council of ministers [cabinet]. This, according to bankers, is a euphemism for indefinitely delayed."

A Saudi banker complained that there was "a perpetual tendency for Saudi officials and commentators to accentuate the positive and minimise the negative".

He pointed to last year's bank results: the country's 11 commercial banks netted an average 15 per cent in higher earnings, a performance which officials like to portray as evidence of a booming economy.

"But look where the earnings come from," the banker said. "Half is income from loans to the government and state agencies; another one fifth from loans to the private manufacturing sector."

Commercial bank profits, he added, reflect not so much economic growth "as simply creaming off the top of government indebtedness, and giving consumers credit to spend more from the state's largesse from oil revenues".

In Riyadh, the capital, money has been poured into property development, leaving scores of empty buildings. To compound the private sector's obsession with property, the state has spent billions of dollars on grandiose projects.

King Fahd medical city, completed four years ago, is still empty, rivaling the \$2bn unused King Fahd international airport in the Eastern Province as "the country's greatest white elephant", as one diplomat put it.

Meanwhile the indebtedness of state institutions continues to rise because princes and state companies do not pay their bills. And, according to a former official, allowances paid to the highest officials are taken from oil revenues without going through the national accounts.

The lack of transparency and public accountability become politically more dangerous every time oil revenues cause cash-flow problems," said a frustrated young businessman. "Educated people like us want to know where the money is going."

It's just a political manoeuvre, say the Lebanese and Syrians

By Roud Khalaf, Middle East Correspondent

Lebanon and Syria both dismissed Israel's offer yesterday, insisting it would withdraw its troops from southern Lebanon as a political manoeuvre and an obstacle to peace in the Middle East.

"It is a very clear bluff that consists in getting the impression to international public opinion that Israel is ready to implement this decision when many conditions are added," Faris Houze, Lebanese foreign minister, said yesterday. "The real goal is to destroy the UN Security Council's 425 resolution."

Israel's inner security cabinet on Wednesday accepted the 20-year-old United Nations resolution 425, which calls on Israel to withdraw unconditionally from

southern Lebanon, but the cabinet imposed the condition that the Lebanese army must deploy in the area under occupation.

Beirut, however, refuses to be drawn into any direct security arrangements with Israel or into negotiations over the UN resolution - and says the only acceptable outcome is a unilateral Israeli withdrawal from the security zone in southern Lebanon.

In Syria, which dominates politics inside Lebanon, the Israeli offer is seen as an attempt to isolate it by separating the Lebanese and Syrian peace tracks. Syria wants the return of the Golan Heights from Israel and uses Hezbollah, the Shia Lebannese resistance movement fighting Israeli occupation, as a way of exercising

pressure on Israel.

The Israeli offer is a "trick" which "deludes nobody, and will never create a rift between Lebanon and Syria," said Syria's ruling party newspaper al-Baath.

Lebanese officials are being ambiguous in public about their moves in the case of a unilateral withdrawal, but they have in the past said that Hezbollah's *raison d'être* would disappear and the movement would eventually have to be disarmed while the army moves into southern areas.

Sheikh Hassan Nasrallah, the Hezbollah leader, yesterday rejected the conditional Israeli offer. But he said that in the event of a withdrawal, Hezbollah would co-operate with the Lebanese army to preserve the security of southern Lebanon.

According to western diplomats, three-quarters of the budget is devoted to current expenditure and public salaries, including sales of nat-

BRITAIN

STERLING CENTRAL BANK GOVERNOR SAYS PERCEPTIONS OF SINGLE CURRENCY'S WEAKNESS MISCONCEIVED BY FINANCIAL MARKETS

Euro uncertainty 'keeps pound strong'

By Richard Adams,
Economics Staff

Eddie George, governor of the Bank of England, the UK central bank, yesterday said the strength of sterling was being "aggravated" by perceptions that the European single currency would be weak. But he said fears of the euro's softness were being exaggerated and misconceived by the financial markets.

Giving evidence to the House of Commons' Treasury

committee, Mr George said international investors were buying sterling to protect themselves against the uncertain performance of the euro when it comes into existence in January 1999.

The uncertainty is partly caused by the delay in naming a president for the new European Central Bank, which Mr George called "an extremely unsatisfactory state of affairs".

The ECB will be responsible for the euro-zone's monetary policies from 1999. The

EU's Council of Ministers has yet to decide whether Wim Duisenberg, head of the European Monetary Institute, or Jean-Claude Trichet, governor of the Bank of France, should lead the bank.

Mr George said he thought the markets' fears would disappear once the appointment was made and the ECB had established itself - leading to a fall in sterling.

He said his European counterparts "are all concerned to construct a cur-

rency as strong as the D-Mark, and there's nothing to stop them doing it".

The pound has appreciated by about 5 per cent this year, to its highest level against the D-Mark for a decade.

Mr George's comments were backed by Willem Buiter, a member of the Bank of England's monetary policy committee. Speaking at a conference in London, he said the pound's rise had a lot to do with sterling's safe-haven status.

• The next national Bud-

get will concentrate on closing the productivity gap between UK companies and international competitors.

Gordon Brown, the chancellor of the exchequer, said yesterday when launching a series of business seminars to be held at his office in 11 Downing Street.

In the next year, the Treasury and Department of Trade and Industry will examine whether government can help to raise the performance of British companies by a mixture of tax

reforms, better use of public spending and regulatory changes.

Business leaders who have already agreed to participate include Sir Alex Tritton, chairman of Ford, the US-based motor manufacturer; C.K. Chow, chief executive of GKN; Sir Richard Sykes, chairman of Glaxo Wellcome, and Adair Turner, director general of the Confederation of British Industry.

Editorial comment, Page 15

Lloyd's reform proposals are rebuffed

By Christopher Adams,
Insurance Correspondent

The government has rebuffed proposals by the Lloyd's of London insurance market for a process of speedy reform of the way it is managed. An independent review has recommended that Lloyd's replace its complex and archaic management structure with a single executive board.

The government, however, is reluctant to rush through the legislative changes. The Treasury said it had not dismissed the review's recommendations, but that regulatory reform of financial services was higher on its agenda.

The insurance market will, therefore, probably be unable to carry out an overhaul for at least four years, during which competitive pressures in global insurance markets are likely to intensify.

Pan Kent, a former Bank of England director, who chaired the committee which carried out the review, said Lloyd's needed a modern board structure similar to that of a public limited company. Ideally, it would comprise

four executive directors including the chief executive. There would be four non-executive directors and a variable number of additional representatives for capital providers.

Such a move would make it easier for Lloyd's to steer strategy and regulation. At present, the top tiers of decision-making are riddled with factions representing diverse interests. Ron Sandler, Lloyd's own chief executive, has expressed concern that the composition of its ruling council is cumbersome.

"We asked the government whether they'd consider a fast track change to the Lloyd's Act," said Mr Kent. "They said no."

"Lloyd's must be equipped to take far-sighted and courageous business decisions. The focus should be to get rid of factions, sub-groups and electoral colleges."

In-fighting between Names, individuals whose assets have traditionally supported Lloyd's, a new breed of corporate backers and underwriters has sometimes made decision-making difficult. Separate regulatory and market boards add to the complexity.

Since 1916, and the abortive rebellion against British rule, Easter has had a special resonance in the Irish calendar, and not just for republicans. A deal over Northern Ireland would thus have added significance if it can be struck next Thursday as George Mitchell, the former US senator chairing the peace talks, has indicated.

For the two traditions - Protestant unionists and Roman Catholic nationalists - just to reach an accommodation represents a remarkable achievement of diplomacy. But agreement could also pave the way for a whole new relationship between Britain and Ireland, excoriating the historical ghosts of centuries of bitterness between the two islands.

It is this weight of history that cannot be ignored in the Irish question, according to Irish observers.

To the outsider living in Ireland, there seems a perpetual state of commemorations - this year, of the 1798 Rebellion, last year, of the Great Famine of the 1840s. There are also about 3,000 marches each year by the Protestant Orange Order, many of which claim to recall Prince William of Orange's defeat of the Roman Catholic King James II of England in Ireland in 1690.

To explain the "Troubles" of the last quarter century as the latest expression of this historical discord would be simplistic, though history has played no small role. And, as in many other political conflicts, history itself is a matter of dispute.

From the campaigns of the 17th century under the English leader Oliver Cromwell to the colonisation of the north-east of the island by Protestants from Scotland, down to the partition of the island in the 1920s, the British have left an indelible mark on the Irish historical landscape.

Republicans at least share one thing with their unionist rivals - a near obsession with the past. Republicans

Easter would be an especially poignant date for Northern Ireland deal, John Murray Brown writes

1916 Easter Rising (Irish Free State declared; six counties in north of Ireland opt out)

1922 Eamon de Valera founds Fianna Fail party

1927 de Valera enters Dail Eireann (parliament), dismissing oath of allegiance to the British king as "empty formality"

1928 First Irish currency issued

1929 Burrenagh na Mairiann (constitution) lays claim to "the whole island of Ireland" and recognises "special position" of Roman Catholic church

1930 Somont neutral in second world war

1943 Central Bank formed

1946 Somont abolished; republic declared

1955 Republic joins United Nations; stays out of Nato

1969 British troops posted to N Ireland

1970 Sinn Fein/PA split into Officials and Provisionals

1971 Internment introduced in north; killing of first British soldier to die in "Troubles"

Time to lighten the burden of history

Ireland divided

President Mary McAleese

Queen Elizabeth II

1972 Bloody Sunday: British paratroopers shoot dead 13 demonstrators in Londonderry

1973 UK and Republic of Ireland join EEC

1974 N Ireland "power-sharing executive" fails

1975 Section 37ings mount in north

1976 IRA kidnaps UK's British ambassador in Dublin

1981 10 republican prisoners die on hunger strike in N Ireland

1985 Anglo-Irish Agreement signed

1990 Death toll of "Troubles" has reached almost 3,000 civilians and more than 400 British soldiers

1994 IRA declares ceasefire in August; "loyalist" ceasefire follows in October

1995 IRA ends ceasefire by bombing Canary Wharf in London

1997 Mitchell principles call for renunciation of violence and use of democratic means to solve political disputes

1998 Sinn Fein and parties linked to Protestant paramilitary groups join mainstream parties and government

Region will escape handgun ban

The ban on handguns imposed in mainland Britain will not apply to Northern Ireland, Mo Mowlam, chief minister for the region in the British government, said yesterday.

Most handguns in Northern Ireland are personal protection weapons issued to people because they are thought to be under terrorist threat. The mainland ban was imposed after the massacre of children

and their teacher at Dunblane Scotland by a man using legally held weapons.

UK government officials said gun laws in Northern Ireland were tougher than those on the mainland, and no legal weapon was known to have been used in a terrorist attack. Handguns account for some 12,700 of the registered 136,000 firearms in Northern Ireland.

Editorial comment Page 15

the Anglo-Irish Treaty of 1921 was approved - albeit narrowly - by the Dail, the Irish parliament. The key cause of the civil war that followed was not partition, as is often stated, but the issue of the oath of allegiance, with Eamon de Valera and the anti-Treaty forces refusing to acknowledge the British crown.

There is no greater agreement on more recent events. Unionists often appear to forget the institutionalised discrimination that propped up the unionist-dominated Stormont regime in Northern Ireland until it was dissolved in 1972.

Equally, nationalists are often dismissive of the changes - in equality legislation and housing - which have happened since then under direct rule from London. Few expect historical enmities to suddenly melt away. But if there is a deal next week it could release a surge of goodwill which might just allow both communities to bury their traditional rivalries.

Look to the martyrs of 1916, who led a thinly supported insurrection against the colonial administration - a cause which became popular only after the British had executed some of the rebels.

But it is the Irish election of 1918 in which Sinn Fein won a majority of seats but with less than 50 per cent of votes, which provides the party's mandate to oppose partition today. Indeed the idea of a dual referendum in Northern Ireland and the Republic to ratify the settlement.

As for unionists, partition, far from being a great injustice, is seen as the last great compromise. Unionists often claim it was the Irish who seceded from the union with Britain, rather than the British who annexed part of Ireland. They point out that

ment hoped for next week is seen by the two governments as a way to answer Sinn Fein's claims that partition denied the Irish a right to self-determination. Sinn Fein is the political wing of the Irish Republican Army.

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they threat to the case. Under English law, victims have three years from when they first realise they have a significant injury to start proceedings.

However, the companies appear determined that the losers should pay. They argue that the plaintiffs should know from the start what their share of the costs is likely to be if they lose.

They also want to know how costs for a plaintiff who drops out of the litigation should be calculated. Seven plaintiffs have already dropped out and all have costs orders against them.

The issue of whether the victims have left it too late to sue poses a much bigger

threat to the case. Under English law, victims have three years from when they first realise they have a significant injury to start proceedings.

After that, it is at the court's discretion whether they can proceed.

Of the 49 plaintiffs, 35 were diagnosed as suffering from lung cancer more than three years before writs were issued.

Of the 10 selected by both sides as "lead cases", nine were diagnosed with lung cancer more than three years before writs were issued. On average, the plaintiffs are 10 years out of time.

should be divided among the 49 if they lose.

It was thought the costs issue had been settled following a Court of Appeal ruling. It ruled that the victims' lawyers - who had negotiated a "no win, no fee" arrangement after legal aid was withdrawn in July 1996 - would not be personally liable for Imperial's and Gallaher's costs except in extreme circumstances.

The plaintiffs will still be liable for the companies' costs if they lose. But as none is able to meet bills that could run into several million pounds, it was felt the ruling meant Imperial and Gallaher would have to

pick up their own bills. The plaintiffs have been unable to get the insurance that normally backs conditional fee agreements.

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• North-west England will be the UK's slowest-growing

region by the turn of the century, says a report published yesterday by Business Strategies, the economic forecasters, Sheila Jones writes in Manchester.

Growth in the region is expected to slow sharply this year and next after below average growth in 1997. The slowdown will be in both manufacturing and service sector industries, according to Melanie Lansbury, senior economist.

"The north-west suffers not only from an over-concen-

tration of traditional manufacturing industries, but also a static population and a concentration of older urban areas, with too few greenfield sites and poor transport links."

It shows that the regional economy grew by 2 per cent last year, compared with 3.2 per cent for the UK as a whole. This year, growth of 1.7 per cent is forecast, compared with 2 per cent nationally, and next year by only 0.7 per cent, against 1.7 per cent for the whole UK.

NEWS DIGEST

LESSON CASE AFTERMATH

Former Singapore director at Barings disqualified

James Bax, a Barings director based in Singapore during Nick Leeson's unauthorized trading which caused the collapse of the UK merchant bank in 1995, has been disqualified from acting as a director for four years. He did not dispute allegations made by the UK government's Department of Trade and Industry that he had failed to ensure that Mr Leeson was not responsible for both the front and back offices at Barings.

Mr Bax, the most senior Barings director in the Asia Pacific region, had also failed to investigate properly what the DLT described as an "extraordinary incident" involving a document known as "SLK Receivable". Relating to a purported \$63.5m transaction, it was a forgery.

Mr Bax is the seventh former Barings director to be disqualified. Disqualification orders have previously been made against Ian Hopkins and Tony Hawes (five years each); Peter Norris and George Angus Maclean (four years each); Geoff Broadhurst (three years); and Mary Walz (two years).

Clay Harris, London

WARTIME ASSET SEIZURES

Claims procedure to start

The government is to establish a claims procedure so that up to 25,000 individuals, many of them victims of the Nazis, can receive back assets, worth up to £33m (\$55m) at 1998 values, which were confiscated from them by British authorities during the second world war. Margaret Beckett, the chief minister for trade and industry, has apologised on behalf of the government for the way in which some claims for restitution from Nazi victims were handled in the past.

Today she is publishing a report by Foreign Office historians detailing how the government confiscated a total of £357m, at 1939 prices, from nationals of Germany and other enemy countries, including many who were victims of the Nazis. All but £33m of this was returned, but up to 25,000 investors from Germany, Hungary, Romania and Bulgaria were unable to get their money back because they could not prove they had been victims. Simon Buckley, London

CHANNEL TUNNEL RAIL FREIGHT

Call to ease security rules

Freight operators called yesterday for an easing of the tight security regulations covering the Channel tunnel between France and England. They said the rules were deterring companies from making shipments by rail. Companies which send small shipments through the tunnel by rail are required to certify that there is no explosive in the consignment. This rule applies only to companies using "aggregators" which group small shipments into full container loads.

INTERNATIONAL PROJECT FINANCE

Asia's problems have jolted the risk appetites of banks and project bond investors. The project finance market will have to make adjustments. Simon Davies reports

Asian crisis takes its toll

International project finance is a long term-orientated and highly structured business, but it has demonstrated many of the volatile characteristics of the emerging markets in which it operates.

Last year, record numbers of project finance deals were pushed through in the first three quarters of the year, and margins fell to unprecedented levels. But the Asian crisis brought activity to a halt.

Construction work around Hopewell Holdings' elevated rail and road system through Bangkok has ceased, the Bakun dam in Malaysia is mothballed, and a number of power projects throughout south-east Asia are on hold.

Marion Price, partner at Coopers & Lybrand, says: "A lot of advisers will have lost a lot of money, because they will have worked on a success fee basis for projects that are not going to happen within any reasonable time frame."

"I think there will be a definite reduction in the number of project teams, because they will not all be able to feed themselves. This is going to be a tough year."

A number of banks, including Deutsche Morgan Grenfell, have already started reducing staff.

Bond yields on emerging market debt soared in the wake of the currency crisis contagion that spread from Thailand and Malaysia through to South Korea and Indonesia, remitting banks

that they had not been sufficiently rewarded for project risks. Balance sheet provisions have been made, and country risk ceilings will in many cases have been brought down.

The problems in south-east Asia were exacerbated by a separate crisis. Japanese banks have been reeling from a five-year domestic economic slow-down which was exaggerated by their exposure to south-east Asia.

Their cost of borrowing has increased through lower credit ratings and the so-called Japan premium (the extra cost Japanese banks pay to secure funding in the inter-bank market), and a large number of banks have withdrawn from the loan market.

One senior banker said: "Around 85 per cent of project finance capacity comes from around 50 banks. You take out the Japanese banks, and count the impact of mergers and takeovers, and you have reduced that number by 10 in the last six months."

Adebayo Ogunlesi, head of global project finance in Europe, Africa and the Middle-East at Credif Suisse First Boston, said: "We certainly saw irrational exuberance in the project market. I wonder whether some of it will be transferred from Asia to other regions, but banks are certainly being more cautious about underwriting."

Indeed, Peter Luchetti, head of project finance at Bank of America, argues: "I think we will see a decline in underwritings this year, and

I do not see any way around that. I would guess there will be a decline of around 20 or 30 per cent in the value of underwritings this year."

So how will the project finance market adjust to these changes, given that the risk appetites of both banks and project bond investors have been jolted by recent events?

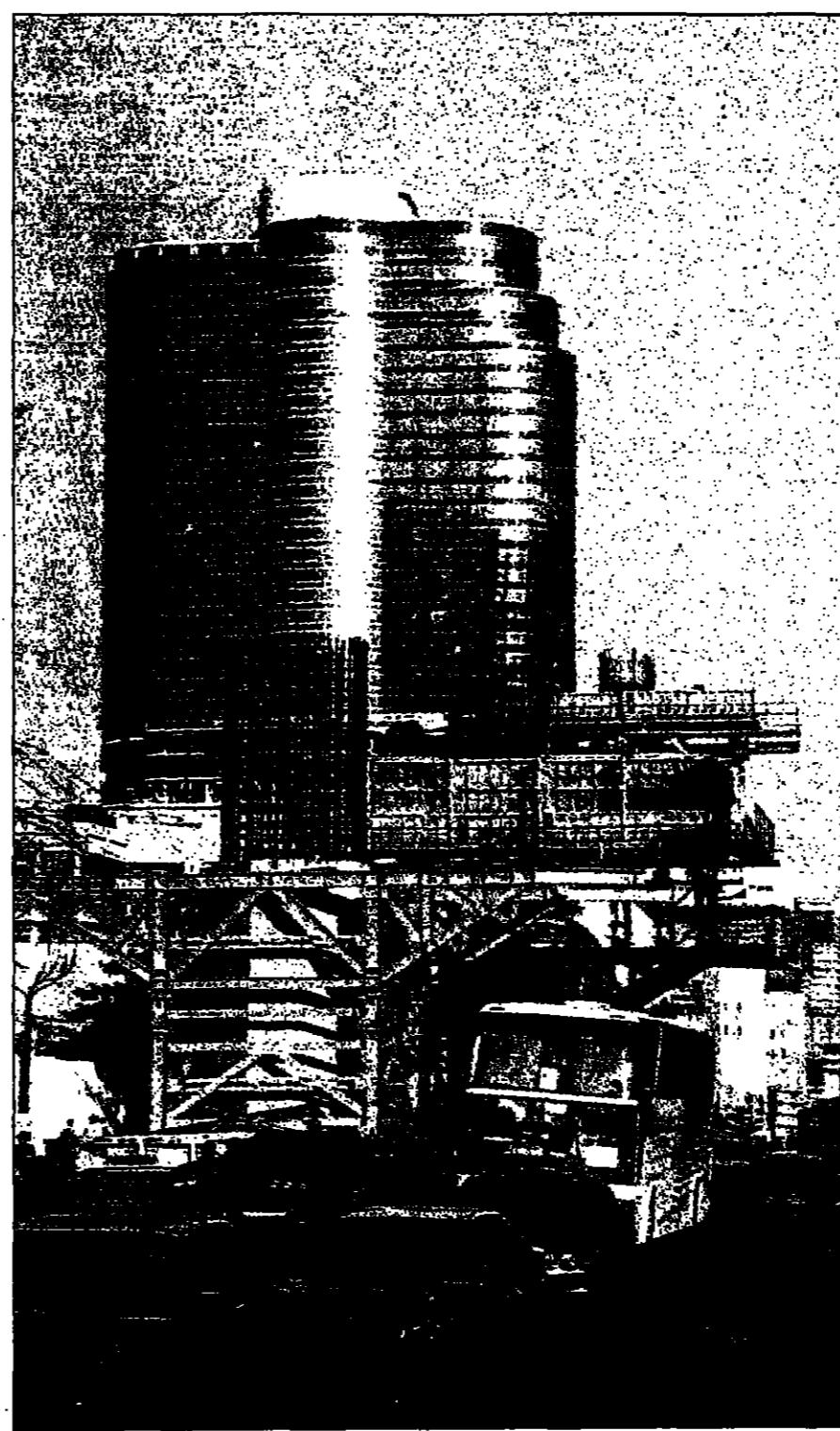
Investors will want to manage their risks better, tightening up bank covenants and documentation for deals, both of which had become unnaturally flexible in the heat of the competition last year.

There could be an increased use of the export credit agencies (ECAs) and multilateral development banks to provide political risk cover and loan guarantees, as well as an additional source of financing.

There had been a gradual shift away from these organisations, which were considered by some bankers to have become too unwieldy and costly.

Guy Spill, head of project finance in Europe, Africa and the Middle-East at Chase, said: "The ECAs and multilaterals are already considering ways to become more competitive and flexible, and we see an increased use of these agencies as a way of opening up new markets in Africa and the Middle East."

And capital will converge towards less risky projects or countries, or areas of less competition where fatter margins can be obtained.



The Asian crisis halted construction work on Bangkok's mass transit railway system

people covering Asia are now shifting their resources into Europe."

The worst of the Asian crisis is probably not over, as far as project finance is concerned.

Standard & Poor's, the US

credit rating agency, said in

a recent report on Indonesian power project bonds:

"As the economic and financial situation in Indonesia continues to deteriorate, operators of independent power projects are increasingly at risk of defaulting on their fixed obligations."

Substantial restructuring of Thai and Indonesian projects must be expected, and this will provide a test for the growing project bond market.

According to CSFB, \$9bn of project bonds were issued in the first three quarters of last year, by some estimates a quarter of the size of the project loan market and growing fast. But critics have always suggested that a weakness of the bond markets would be demonstrated when it came down to restructuring a deal.

This theory will probably be put to the test this year, but there is little evidence that bond refinancings will be any harder to put together than for a syndicate of banks.

A good indicator for any

recovery of confidence in the project bond market will be whether a bond issue to refinance part of the \$2bn Oman liquefied natural gas project is launched. The deal was mandated to Chase, but was put on ice in the wake of volatile market conditions last year.

But while the industry has taken a considerable jolt, the prospects remain more positive. Fewer participating banks should mean margins are pushed back to more comfortable levels, and there is no doubt the fundamental demand for infrastructure financing. Even under the World Bank's low growth scenario, it expects east Asian demand for infrastructure investment to amount to \$1.26tn between 1995 and 2004.

The risks highlighted by recent Asian troubles demon-

strate the benefits of developing a capital markets dimension to project finance, given their ability to price risk and to spread risk. And this will provide a considerable source of funding for a market which will require far more capital than the banks alone would have been able to provide.

Furthermore, competition between bond and bank financing is pushing the industry to become more flexible. For example, in the North American market, there has been the first project financing for a merchant power plant on a non-recourse basis and with no anchor power purchasing agreement. And the \$1.2bn Ras Laffan bond issue demonstrated the ability of the bond market to raise substantial long-term financing for a start-up project.

Bankers say that it has become standard to offer a range of financing options, which should help ensure the continuing growth of the market.

The final launch of European economic and monetary union should also promote activity. In their drive to meet the Maastricht criteria, the 11 likely members have been pursuing privatisations. They will be keen to sell off more assets and encourage the participation of the private sector in infrastructure investment.

It is therefore likely that there will be more deals along the lines of the UK's private finance initiative (PFI). Furthermore, Emu will create a much broader single currency capital market for funding projects.

This drive for privatisation is also spreading elsewhere. And in the short term, there will be active industrial sectors from telecommunications to merchant power, which should drive the market. Mr Luchetti says: "The longer-term outlook for project finance is still outstanding. The kind of rationalisation we have had is very helpful to long-term participants in this market." But in the short term, there could be several banks which have to make provisions against their existing portfolios.

CHASE

INTERNATIONAL PROJECT FINANCE

INTERNATIONAL PROJECT FINANCE

CHASE has been involved in some of the most significant international project finance deals of recent years. We are pleased to present a selection of these deals, each of which has been honoured with a "DEAL OF THE YEAR" award.

DEALS OF THE YEAR

- HYUNDAI** - Hyundai Semiconductor America, Inc. (U.S.\$220,000,000)
- PHOTO-ELI PARK** - China Bank of Industrial and Commercial Co. Ltd. (U.S.\$100,000,000)
- Titan Petroleum Company** (U.S.\$500,000,000)
- Qatar Petroleum** (U.S.\$300,000,000)
- Orifree Iron Co. Ltd.** (U.S.\$100,000,000)
- Medium LLC** - Medium Capital Corporation (U.S.\$200,000,000)
- 4path** (U.S.\$10,000,000)
- Saudi Aramco** (U.S.\$100,000,000)
- Corridor Block Gas Project** (U.S.\$450,000,000)
- GPU International Inc.** (A\$1,025,000,000)

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II INTERNATIONAL PROJECT FINANCE

NORTH AMERICA • by Jim Smith

Big changes in power sector

Bankers will need innovative financing structures to capture business

If one trend marks the US power sector, it is the metamorphosis of the electric power supply industry from a government-regulated business to one in which competition among private sector entities determines survival of power producers. Dramatic changes will fundamentally alter the way electricity is bought and sold.

As a reflection of movement in another direction, the Electric Power Supply Association points out that 23,000MW of merchant plant capacity has been publicly announced; 20,000MW of utility generation have been sold to competitive suppliers, with an additional

35,000MW on the auction block - and the power marketing industry has had to come up with innovative financing structures to capture business and be assured of growth rates.

Traditional utilities are feeling the heat and are being forced to become competitive power suppliers or exit the business.

More telling, it is estimated that there are more than 20GW of merchant plant proposals in the US, up from some 3.5GW in 1996.

Another estimate predicts that by 2015, up to 90 per cent of existing US generating capacity will have to be replaced, including nuclear facilities which currently account for up to one-fifth of US electricity.

The use of mortgage bonds as the traditional financing structure for power generating facilities has recently taken a back seat to application of project finance models. Just as power generators have begun to employ

sophisticated marketing principles, bankers will need to come up with innovative financing structures to capture business and be assured of growth rates.

Big projects in the US transportation sector, including rail system and airport financings, have been under attack from several quarters.

In addition to the financing of commercial aircraft and rolling stock, which is being challenged by the probable elimination of the Japanese leveraged lease, as well as strict German content requirements under the German leveraged lease, projects are being threatened by other agencies.

The \$5.3bn Florida Overland Express project, which aims to connect points along the 320-mile corridor connecting Orlando and Miami, is being delayed because of foot-dragging in the US Congress related to passage of a new version of the Intermodal Surface Transportation

Efficiency Act, which would provide either a \$2bn loan to be repaid from fare receipts or a federal guarantee to a bond issue.

In addition, the US Internal Revenue Service is preparing to issue final regulations under Section 467 of the Internal Revenue Code. Those new regulations will establish roadblocks to proposed large-scale airport financings by shutting down the US leasehold structure.

Among projects currently on hold pending final regulations is a rumoured \$1bn O'Hare International Airport

On hold: O'Hare International Airport's \$1bn project

Southern Industries for the reach of the combined entity to the Gulf of Mexico.

Separately, Illinois Central has a bid in on another leg of the Mexican federal rail system. If the Mexican is awarded the franchise, the combined rail

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CONTINENTAL EUROPE • by Barbara Casassus in Paris

Britain still leads the field

Project finance margins in Europe have narrowed in recent years

Continental Europe continues to trail Britain in using private-sector funds to finance infrastructure, although it is starting to catch up as a result of privatisation, deregulation and the approach of the single European currency.

Project finance in southern Europe, in particular, has been driven by the need to cut public spending and budget deficits to qualify for economic and monetary union (EMU) from the outset, on January 1 1999.

One example is the second 18km bridge over the River Tagus in Portugal, which cost more than \$1bn and was funded entirely by non-recourse financing.

In the case of Greece, which will not qualify to join the euro initially, private funding has been generously topped up by subsidised loans from the European Investment Bank (EIB). This means that the commercial banks take the construction risk and the EIB takes the long-term commercial risk, explained Alain Grandel, head of global infrastructure projects at Paribas. Five big projects either launched or on the drawing-board are financed by a mixture of private and EIB funds.

Overall, Italy is estimated to come second to Britain in western Europe for new or recent project finance schemes.

There had been high hopes for eastern Germany after reunification with the west, but these have been dashed. Only a few big deals have been struck so far, including the water treatment and distribution system in the town of Rostock, a newspaper factory in Eilenburg, the Midal-Stegal natural gas pipeline, and a microchip plant in Dresden.

The problem is that government guarantees can be invoked only two years after operations begin.

In Germany as a whole, project finance is not used much because it is considered complicated and costly, according to Karl-Heinz Schroeter, deputy project finance director for Commerzbank. He sees no prospects of that changing, partly because companies and utilities are cash-rich and often prefer other forms of financing.

Elsewhere on the continent, the progress and profile of project finance varies by country and sector. Portugal and Spain rank high for the number and value of deals. But Luxembourg, Sweden, Belgium and the Netherlands are only just starting, while Germany and Switzerland continue to lag behind.

Throughout the European Union there are opportunities associated with telecommunications deregulation and privatisation, airport privatisation, extensions or renovations, and the development or privatisation of public transport systems, power utilities, water treatment and distribution systems, and cable and satellite networks. A European directive banning landfill waste dumps from 2001 has already created new potential; dozens of waste-to-energy recycling plants will have to be built in each of the 15 member countries.

But it appears that some will not meet the waste dumps deadline. France, the bete noire for French bankers, is one of those making slow progress. It will need an estimated 50 facilities, but is building only about one a year.

In other sectors, only a handful of projects have been financed by the private sector in France, and most of those have been struck so far. The Orlyval monorail link between Paris and Orly airport was bought by the RATP Paris public transport system recently after reporting huge losses, and concessions for the Lyons toll road and Clermont-Ferrand tram way have just been cancelled in the wake of massive public opposition.

The Toulouse metro con-



Grandel, Paribas head of global infrastructure projects: "Banks will continue to seek project finance business in continental Europe, because it is one of the areas where there is still value-added"

cession was scrapped a few years ago, and the cash for the Stade de France, built just outside Paris for this year's World Cup, has still not been found. Negotiations are now under way for a bond issue guaranteed by a triple A insurance company.

Although not all private-financed projects are failures, "banks mistrust infrastructure in France," commented Jean Stern, Société Générale's head of banking and finance. "There have been so many disappointments."

On the continent in general, there is greater socio-political risk than in Britain "because of residual government involvement," said T. Craig Bennett, Société Générale's global head of project and sectors finance.

"This is why project finance has not taken off as well."

Mr Grandel puts it another way. "Britain believes that private sector funds are the least costly, most efficient and most rapid way of financing projects," he said. "France believes the opposite."

In central and eastern Europe, private sector finance has centred on the

privatisation of basic infrastructure, especially in Hungary, Poland and the Czech Republic.

But the experience has not been entirely positive. Traffic in Hungary, the region's first toll road, is running at about half the projected level.

"The economy has not helped us very much and interest rates on the front are very high," commented Pierre Cointreau, head of project finance for BNP which arranged the deal.

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expectations. "So far, so good," said one banker. Commerzbank arranged the project financing for the scheme in 1995.

Like fresh water supplies, toll roads in the region suffer from the fact that the people are unaccustomed to paying market prices for services and have limited buying power. Compounding the problems are exchange rate risks against local currencies and little or no legal security for private-sector investment.

Nonetheless, Mr Grandel sees potential for telecoms and power privatisation in Poland, Hungary, the Czech Republic and possibly Romania. The financing for the A1, A2 and A4 motorways in Poland are in preparation, while the Czech Republic has rejected the idea of private-sector roads, and Bulgaria is just a "black hole" for project finance, he said.

Some infrastructure projects in Turkey have been financed by low-recourse funds, but bankers are wary of boosting their presence further because of lack of political stability. "The country has major needs, but we have to be careful because of the political and economic risk," said one French banker.

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ASIA PACIFIC • by Louise Lucas in Hong Kong

Eerie silence sweeps construction sites

Changes wrought by the financial crisis mean that more guarantees are being sought

heavy restructurings or mergers, further depicting the number of potential syndication members. Frank Packard, managing director of project finance at Bank of America Asia, notes that even if economies were stable, financing deals would be harder because of the shrinkage of the pool of risk-takers and end-buyers of paper.

The result of these pressures has been to concentrate attention. Geographically, that has tended to mean a focus on China and India. In terms of industries, Bank of America notes that its own policy of sticking with telecoms, power, oil and gas and petrochemicals has proved shrewd: roads and transport infrastructure, being more reliant on non-essential spending, have not always been successful.

Brian Allen, head of project finance and syndications at HSBC Investment Bank Asia, says: "There is an upsurge of interest in China from institutions that hitherto were not unduly focused on the market."

In terms of financing, the value of project finance deals completed in the region was more than halved, from \$76.28bn in 1996 to \$34.47bn last year - although these figures are slightly distorted by the inclusion of some corporate refinancing and privatisations. Bankers remaining in project finance say they are finalising their first such deals.

Meanwhile, project finance margins in Europe have narrowed in recent years and are expected to be squeezed still further, according to Mr Bennett. "Because of the Asian crisis, many banks are beginning to focus on Europe and North America," he said. "This will inevitably place still more pressure on both scores in June."

Conversely, the \$100m toll road from Budapest to the Romanian border is more or less living up to

expectations. "So far, so good," said one banker. Commerzbank arranged the project financing for the scheme in 1995.

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UK PRIVATE FINANCE INITIATIVE • by Andrew Taylor

Critical phase ahead

Private companies are encouraged by early efforts to re-energise the scheme

The Private Finance Initiative, launched five years ago by a Conservative government determined to unshackle the development and operation of British infrastructure from state finances, is now entering a critical phase.

The Socialist administration which last May inherited its predecessor's policies is faced with the burden of making its initiative work by turning into reality some of the hundreds of schemes still stuck on the drawing board.

The timing of projects means that progress has accelerated but there is still a long way to go if former Tory targets are to be met.

The value of PFI projects signed in the nine months following the Labour party's general election victory rose to £15.6bn, representing an advance on the £2bn of deals signed in the previous 18 months. However, a single project, a £350m deal to refurbish social security offices, accounted for much of the improved performance. Labour still has a

long way to reach the £2.5bn target for signed deals set by the Conservatives for 1997-98.

A priority will be to rescue the beleaguered £4bn high-speed Channel Tunnel rail link which has run into trouble due to the project's sponsors generating lower-than-expected revenues from the existing rail link between the Kent coast and London's Waterloo station.

John Prescott, deputy prime minister, is examining different ways of mixing public and private sector investment to allow the project to proceed. Airline rivals Virgin and BA are among companies seeking to win a share of the project.

Some progress, however, has been made in unravelling some of the complex procedures and hurdles that private companies say they have faced when bidding for PFI projects.

They have been encouraged by the new administration's early efforts to re-energise and refocus the initiative by concentrating efforts only on those projects most likely to go ahead.

Geoffrey Robinson, paymaster-general, has announced a short list of 50 "significant" projects on which the PFI taskforce established by the Treasury will be expected to concentrate. He hopes that some of these schemes will provide a model for subsequent investments.

They have been chosen, he says, because they are "top-notch" schemes which are "highly replicable" and can become "templates that provide the soundest possible basis for future business."

One of the projects, which have a combined value of about £5bn, is the channel tunnel rail project. Others include plans to redevelop all of the 38 secondary and primary schools in Glasgow, a big package of schools in Stoke-on-Trent in the English Midlands, and well-developed plans to attract private sector money for schools in Falkirk, Scotland.

Finding ways to make the PFI work in schools is "a very important priority for us," says Mr Robinson. Ministers announced this

month that they were considering plans for a £50m rebuilding programme to tackle the £3.2bn backlog of repairs to Britain's schools.

The project, modernising some 70 schools in three local education authorities in the Midlands and north-east England, would be the biggest in the country and could kick-start the flagging PFI in education, says officials. Until now, the private sector has shunned the schools market because proposed PFI projects tended to be on a small, and therefore uneconomical, scale.

Other large projects on the government's priority list include a £200m rebuild of GCHQ, the government's telecommunications and security centre, a £180m refurbishment for the Ministry of Defence, power and ticketing projects for London Underground, plus a £273m of hospital developments in Baglan in Wales, and Edinburgh.

Few roads - the A13 Thames Gateway and A55 in Wales, apart - are on the priority list, reflecting in part the government's environmental concern to restrict growth in car use.

There is also concern that a large proportion of future road budgets is already committed to pay for PFI road projects already under way.

Barclays Capital, which has provided financial and commercial advice on a string of successful PFI bids including the £250m extension to Lewisham of the London Docklands Light Railway, has welcomed the move to "prioritise projects".

It says: "Instead of contractors and financiers chasing hundreds of projects with no real feel for which ones would succeed, the private sector has been given direction allowing it to focus on the projects which government deems most important."

Investors, developers and financiers will now expect to see faster progress, particularly in areas such as education and hospitals where previously it has proved difficult to reconcile the balance between risk and reward to satisfy both investors and Treasury

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IV INTERNATIONAL PROJECT FINANCE

COMPETITION FROM THE BANKS • by Rod Morrison

Ripples from east trigger change

The situation today is very different from that which prevailed in 1977

Yanpet, the \$2.1bn Yanpet petrochemical project financing in Saudi Arabia, is a perfect illustration of the recent boom-bust nature of the bank project finance market.

Competition among banks for the Yanpet arranging mandate was intense last summer and eventually the deal was financed at an incredibly cheap margin over Libor of 50-62.5 basis points. But by year-end, hard-hit Japanese and Korean banks in the underwriting group were selling the loan on to the secondary market at 80bp, a huge loss.

The trigger for the change was the Asian currency crisis, which hit general bank market confidence. Even before the crisis, however, there were signs the market had got beyond itself.

Project financings usually come in over 100bp and, given the cheapness of the Yanpet loan, it would have struggled under any market conditions when it got to general syndication. As it

was, only a handful joined Yanpet at general syndication, post currency crisis, in the autumn.

The problem was repeated elsewhere. Last spring, Chase solely underwrote an \$847m loan for the Loy Yang B power asset in Australia at a margin of 30bp over Libor for the first year. There were few takers when it came to syndication.

In 1997, banks arranging project finance loans, led by volume-driven Chase, were willing to take on greater and greater underwriting and pricing risks in order to win mandates and generate the lucrative arranging fees.

The situation is now very different. The syndication market has contracted noticeably, with the active Asian banks unwilling to take on new deals. Instead, they have been selling assets such as Yanpet to repair balance sheets.

Now the idea is to mitigate rather than take syndication risk. Deals are being arranged on a club basis among a few banks. The terms of the loans are sometimes left open in order for the arrangers to test the market before committing themselves. One such example concerns the arrangers of

Project finance

Top 10 bank lead arrangers 1997 (\$bn)

Bank debt by region 1997 (\$bn)

Bank debt by sector 1997 (\$bn)

	Chase Manhattan (1)	ABN AMRO (2)	Deutsche Morgan Grenfell (3)	UBS (4)	Bank of America (5)	J.P. Morgan (6)	Citicorp (7)	Credit Lyonnais (8)	ING (9)
Chase Manhattan (1)	4.2	4.2	3.2	3.2	2.8	2.8	2.8	2.8	2.8
Deutsche Morgan Grenfell (3)	4.2	4.2	4.2	4.2	3.2	3.2	3.2	3.2	3.2
ABN AMRO (2)	4.2	4.2	4.2	4.2	3.2	3.2	3.2	3.2	3.2
Deutsche Morgan Grenfell (3)	3.1	3.1	3.1	3.1	2.8	2.8	2.8	2.8	2.8
UBS (4)	3.1	3.1	3.1	3.1	2.8	2.8	2.8	2.8	2.8
Bank of America (5)	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8
J.P. Morgan (6)	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Citicorp (7)	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Credit Lyonnais (8)	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8
ING (9)	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8

1998 position in brackets

Bank debt by region 1997 (\$bn)

Bank debt by sector 1997 (\$bn)

Source: IFR Project Finance International



The \$2.1bn Yanpet petrochemical project in Saudi Arabia victim of the recent boom-bust market

a loan for Russian oil company Yukos who originally agreed an \$800m loan at 300bp, but had to alter it to \$500m at 500bp after approaching the market.

Last year therefore represented a high point of activity for project finance banks. According to the industry-standard league tables published by IFR Project Finance International, bank lending rose from \$42.7bn in 1996 to \$67.3bn in 1997. This figure excludes the \$14bn refinancing of Eurotunnel. This year's figures will be lower.

But there is little doubt the project finance option remains popular for lenders and borrowers. Banks receiving less than 20bp over Libor are getting no sort of return on their assets and are constantly looking at the higher-margin business. Sponsors of projects faced with funding large capital investments on their balance sheets are keen to explore external sources of funding.

So which type of financial institution will emerge as winners in the new 1998 market? For the large cross-border \$1bn-plus deals, only the large banks capable of advising and then arranging a bank or a bond deal can participate. There is a growing requirement on the part of project sponsors for their banks to be able to provide both a bank or a bond solution, or a combination of

both. When the project financing comes close to signing, the sponsor is able to select the most attractive financing route.

For the smaller deals, such as private finance infrastructure deals in the US, UK or Australia, local knowledge comes much more into the frame. Local banks are picking up what appear to be attractively priced quasi-government loans. But competition for this business is increasing with new types of funder moving in, such as former building societies, the bond markets and the private placement markets.

The private placement markets can provide debt of 25 years or more, a crucial benefit to a long-term infrastructure investment. Banks are nervous about tying up capital for such a long time but are simply having to take the bullet and compete.

After last year's global glut of deals, the regional picture for 1998 is mixed. In south-east Asia there will be few or no new deals for some time. Most work is being carried out on restructuring existing loans.

Ironically, in the general mass, structured project financings secured on the assets of a single project could have an easier time than corporate loans secured

on a local balance sheet. But the situation is not pretty. Of the \$74bn of private sector debt outstanding in Indonesia, some \$9.7bn is project finance. This figure represents 7.3 per cent of the global project finance market arranged over the past three years.

Australia remains a buoyant and competitive market, while project financiers are looking closer at India and China for new business. Despite the inherent bureaucratic problems in these countries, Russia and the newly independent states will offer long-term potential as they play capital investment catch-up in the oil and gas sector.

But much of the 1998 action will be in the Americas where the liberalisation of the US power market will generate huge opportunities. The improving acceptability of the Latin American markets for bankers, despite the fall-out from Asia, remains. But many deals here will be done in the bond rather than bank market.

The author is the editor of IFR Project Finance International.

Capital markets finance • by Simon Davies

Growing pains likely as bonds come of age

Despite growing acceptance of project bonds, the market may face turbulence

The bond market has finally become a substantial and meaningful part of the project finance armoury, but there could be some growing pains.

With the \$1.2bn Ras Laffan bond issue and the Petrozeta oil project issue from Venezuela last year, the capital markets demonstrated their ability to raise large sums for complex projects in a start-up phase.

Dorthea Matthews, first vice-president at Merrill Lynch, said: "Project bonds have come of age." Of the \$22bn of outstanding project bonds, more than \$5bn was raised to fund projects under construction and a number of these projects achieved investment grade credit ratings.

Project bonds have been issued with ratings higher than the country sovereign rating, attracting borrowers' attention on the basis of the advantages of longer-term funding and less restrictive documentation. Meanwhile, investors have been attracted by the opportunity of getting higher yields than can be achieved from similarly rated corporate bonds.

Now that project bonds have become an accepted asset class in the US, and the credit rating agencies have become more familiar with the structures, pricing has become more aggressive, which in turn should encourage greater issuance.

Furthermore, the recent landmark Project Funding Corporation I bond issue by Credit Suisse First Boston should also broaden the scope for project financing. CSFB raised \$617m by securitising a portfolio of existing project loans, releasing capital for the bank to invest in other projects or businesses.

Admittedly it was a complex and costly product, because CSFB has had to provide detailed analysis and an internal rating for each individual loan. And the loans in the portfolio were all US-based dollar earners.

Nonetheless, the bonds achieved AAA-Aaa ratings, and as investors in the asset-backed market become more familiar with the product type, it could become a more efficient means for banks to refinance loan portfolios.

However, there is one problem that could offset much of the short-term potential for the project bond market, and that is the impact of the recent Asian crisis. Ms Matthews admits that despite the growing acceptance of project bonds, the market is in for a turbulent period. "I think that issuance of certain types of project bonds is out for now. I don't think that we'll see issuance coming out of Asia unless it is at very wide spreads," she said.

Asia has already had a marked effect on the market, although some of those have very strong bank markets.

And competition from banks is intensifying. The evolution of the project bond has prompted banks to offer significantly longer maturities on debt and to look at ways of streamlining covenants and matching the flexibility of the bond market.

Nonetheless, given the level of demand for infrastructure investment in the developing world, it is clear that neither bond investors nor banks alone have sufficient capital to meet requirements.

THE WORLD'S BEST IN PROJECT FINANCE.

Project Finance House of The Year 1997
International Financing Review

World's Best in Project Finance — 1997 Global Winner
Global Finance Magazine

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CAPITAL MARKETS FINANCE 1997				
\$100,000,000	\$350,000,000	\$1,000,000,000	\$131,000,000	\$180,000,000
Brooklyn Navy Yard Cogeneration Partners, L.P. (United States)	CalEnergy Company, Inc. (United States)	Petrozeta Finance Inc. (Venezuela)	PYCSA Panama, S.A. (Panama)	Jasmine Submarine Telecommunications Co., Ltd. (Malta)
Sole Manager	Joint Lead Manager	Lead Manager	Sole Manager	Sole Manager
\$200,000,000 \$75,000,000	\$450,000,000	\$150,000,000	\$100,000,000	\$110,000,000
Calpine Corporation (United States)	Edison Mission Energy Funding Corp. (United States)	Southern Peru Copper Corporation (Peru)	YPF Sociedad Anónima (Argentina)	Orange Cogen Funding Corp. (United States)
Lead and Sole Manager	Sole Manager	Lead Manager	Sole Manager	Lead Manager
\$362,000,000	\$200,000,000	\$550,000,000 \$250,000,000	\$1,200,000,000	\$107,000,000
CE Electric UK Funding Company (United Kingdom)	CE Electric UK Funding Company (United Kingdom)	AK Steel (United States)	Ras Laffan Liquefied Natural Gas Company (Qatar)	Caribbean Ispat Limited (United Kingdom)
Joint Lead Manager	Joint Lead Manager	Lead Manager and Sole Agent	Co-Lead Manager	Lead Agent
\$815,000,000	\$141,000,000	\$250,000,000	\$1,091,000,000	\$450,000,000
Orinoco Iron, C.A. (Venezuela)	Sumas Cogeneration Company, L.P. (United States)	Mandalay Neaminar Limited (Indonesia)	Jorf Lasfar Energy Company (Morocco)	Petrolera Zulata, Petrozeta C.A. (Venezuela)
Lead Arranger and Documentation Agent	Agent Bank	Agent Bank	Lead Arranger and Syndication Agent	Lead Arranger and Agent
\$10,000,000	\$400,000,000	\$13,500,000	\$1,350,000,000	\$67,850,000
Humpass Funding Corp. (Indonesia)	CE Indonesia Funding Corp. (Indonesia)	Jasmine Submarine Telecommunications Co., Ltd. (Malta)	Ras Laffan Liquefied Natural Gas Company (Qatar)	Coso Funding Corp. (United States)
Sole Arranger	Sole Arranger and Agent	Sole Arranger	Lead Arranger and Agent	Agent Bank

DONE.

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THE GREATER THE RESOURCES, THE GREATER THE POSSIBILITIES.

THE ARTS

OPERA PAUL DANIEL AND THE ENO

Out of the lion's den into the fire

Andrew Clark
meets London's
great, bright hope
at the Coliseum.

Glances through the programme which English National Opera announced this week its 1998-99 season, and beneath *Otello*, *Paradise* and five other new productions you will find a primary school residency involving 300 children. There's also a secondary school project on *Boris Godunov*, a technology and composition course for music students, a project with disabled adults, a Sixth Form performing arts workshop related to Poulen's *Dialogues of the Carmelites*, a long-term project with the homeless, and a performance skills course based on a work commissioned by ENO's contemporary opera studio.

If you seek reassurance from Paul Daniel, ENO's music director, that these privately funded activities are peripheral to the company's state-subsidised performances at the Coliseum, you're in for a shock.

"If all we did was perform to a paying public in the centre of London," says Daniel, "I'd be quite prepared for the company to be closed down, because that doesn't give value for money. Maybe it's a redefinition of what an opera company is for. It's about giving some of your talents back to the people who are helping to fund you."

Daniel speaks with the conviction of someone who has been forced to sort out priorities. When he took up his post at ENO last autumn after seven successful years with Opera North, he had little idea he was throwing himself into a lion's den. Within three weeks he gen-

eral director, Dennis Marks, had resigned. In November, he was told by Chris Smith, UK culture secretary, that ENO might have to give up its home and share accommodation with the Royal Opera and Royal Ballet at Covent Garden.

The intervening months have transformed Daniel from a promising young conductor into a leader of stature. Although he has given some excellent performances, he has not exploited the crisis to raise his own profile. He has shown a steady hand and an ability to voice the aspirations of the company. He has also gone out of his way not to criticise Smith for his draconian response to the problems facing ENO and Covent Garden.

At first, some commentators saw this as a tactical error. It now seems his non-confrontational approach has paid dividends. ENO has been carried aloft on a tide of public support, which is likely to be acknowledged by Sir Richard Eyre in his forthcoming report on opera and ballet provision in London.

Daniel believes ENO itself was partly to blame for Smith's proposal that the company should move out of the Coliseum: it had already

commissioned a study, with Arts Council funding, into the possibility of moving to a purpose-built theatre.

"To a certain extent, Chris Smith thought he was giving us a helping hand. We had moaned and groaned about the Coliseum to the point where it became difficult to see how important it was as a home," he says.

"His announcement was based on putting together a lot of elements and second-guessing what would be best for all of us. The government has made clear there will be no rise in subsidy, but I

know for sure it does not want to dismantle opera at a national level."

So how should ENO react to the diminishing role of the state in funding its activities? Daniel outlines three possible responses. It could cut the number of new productions, maximising box-office to the detriment of artistic output. Or it could market itself like a commercial West End theatre.

A third option, and the one preferred by Daniel, is to take a harder business view

of the way the company works - what he calls "trading out of the bend instead of putting on the brakes. Of course, an opera company like ENO doesn't look at profit-and-loss account

except in terms of how many people it has touched. We've always seen ourselves as something special - we're subsidised, we can do different work, better quality."

"But the actual way we run the business is the same as running a commercial venture. The subsidised arts

are very much in early childhood in these terms. We must learn to cost every performance in terms of the contribution it makes to the overall budget."

On that score, Smith's

announcement has probably helped the company to sharpen its act. Daniel says ENO has never had a better chance to shout about what it does - and its audience has never had a better chance to demonstrate its loyalty. But this sort of crisis-response cannot last

just because we happen to function at the Coliseum, and box-office income, after public subsidy, is the most important element that keeps us going, it doesn't mean we should be content to sit in the pit and play to 2,500 people each night. That's not enough people, and not enough different types of people. People in Newham or Hackney who believe they're somehow excluded unless they wear a black tie - they're not peripheral."

So should ENO think of itself as "the people's opera"?

Daniel winces.

"That's patronising and offensive. It suggests we

have to help them understand something that is a little bit beyond them, by making it easier. Our job is to put on the operas we as an ensemble are ready to do and want to do."

But amid all this cleverness, somebody has forgotten about the songs. There are no memorable hooks, no "Common People" or "Sorted for Es & Whiz" on *This Is Hardcore*; Cocker and his cohorts rely entirely on cinematic effect and a vaguely retro soundscape to achieve their vision, and they are simply not enough.

On "The Fear", for instance, a tense, claustrophobic build-up is totally dissipated when a Mott the Hoople girlie chorus joins in, and the John Barry-esque orchestration seems little more than a gratuitous nod to the 1970s revivalism.

"Dishes" has Jarvis in modest, and observant mood: "I am not Jesus though I have the same initials - I am the man who stays home and does the dishes." Throughout the

album, Cocker cannot resist

the songs. "Please do not read the lyrics while listening to the recordings" - which hints at a new-found seriousness.

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Daniel sees these activities as "a contract with the people who fund us". He believes words like "outreach", "education" and "contemporary" should be central to the work of an opera company. "It's not just because the money is flowing towards you and you've got to give something back - 'thank you very much for helping to pay my salary'.

It's because you've developed your talent through the education system, and you can inspire some of the people who don't necessarily want to come into a theatre."

Daniel says youngsters who have their first encounter with opera through ENO's community outreach are every bit as valuable as its regular West End audience.

On *This Is Hardcore*, he strives for something more. From the dark chords of the opening "The Fear", we are in a tawdry world of sleaze, obsessiveness and loveless eroticism. Cocker's vignettes are intimate, yet his ambitions are epic. "They say the future's beginning tonight. Whole empires will crumble. Civilisations will fall," he sings on "The Day After the Revolution", before stumbling across an affecting realisation: "The revolution begins and ends with you."

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COMMENT & ANALYSIS



PHILIP STEPHENS

European muddle

Tony Blair, Europe's man of the moment, may find it awkward on the sidelines as the single currency gathers pace

Europe is treating Tony Blair kindly. The presidency of the European Union gives Britain's prime minister a platform. His popularity at home casts him as the *Zeitgeist*. He speaks more than passable French. And he is paraded as a role model for Gerhard Schröder, the SPD's energetic challenger to Germany's chancellor Helmut Kohl. He should enjoy it while he can. It will not be ever thus.

We are four weeks from the launch of the euro. Mr Blair, no doubt, will do a professional job of chairing the crucial Brussels summit on May 1. The British make good umpires. The occasion will invite memories of Geoffrey Howe's adroit handling of the first, acrimonious, realignments of currencies in the exchange rate mechanism.

This will be a most awkward moment for Mr Blair, though. As fate would have it, the summit coincides with the first anniversary of his election victory. That marked him out as Europe's coming man. The single currency will cast him in the role of onlooker. After so much adulation, Mr Blair will find it uncomfortable on the sidelines. But preserving the pound carries a price. Umpires are not invited back to the dressing room.

Sterling's destructive appreciation adds an unwanted poignancy. Gordon Brown offers stability as the leitmotif of his chancellorship. Therein lay the rationale he gave last autumn for ruling out participation in the single currency during this parliament. Britain needed a breathing space to put its economic house in order.

Since then, the pound has risen a further 6 per cent. Mr Brown has discovered (some

of us did mention it at the time) that sterling cannot be treated as a residual in the economic affairs of the nation. Yet I do not recall a let-out clause to exculpate the chancellor should a wayward pound wreck his carefully laid plans. History runs against him. Benign neglect of the exchange rate is a policy that has failed as many times as it has been tried.

It has been heard said, of course, that Britain should rejoice in a robust currency. It should wear the pound as a badge of national pride. It attests to the underlying strength of the economy. Much better than a euro destined to be afflicted with chronic anaemia.

Nothing changes. I seem to recall that much the same was said 10 years ago when the exchange rate was last climbing beyond DM3.00. Then, the Lawson boom was mistaken for an economic miracle. We know what happened next. Now, as then, sterling may continue to appreciate a while. That would serve only to increase the perils of its eventual fall.

The challenge of the euro, though, reaches beyond short-term economic management. It demands the prime minister add substance to his European policy. Signing the Amsterdam treaty and opting in to the social chapter were steps in the right direction. They do not amount to a strategy. In short, the prime minister must decide what precisely he wants from Britain's place in the EU.

It is taken as a given in Whitehall that, outside the euro, Britain's influence will diminish. When Dominique Strauss-Kahn, France's mischievously candid finance minister, remarks that Mr Blair cannot lead

from the margins, he is pouring salt into an open wound. Even now, the full weight of British diplomacy is being deployed in an effort to delay the first meeting of the Euro-X club of single currency finance ministers – simply to spare Mr Blair's blushing during June's Cardiff summit. Privately, the question the government asks of itself is just how much influence will be lost, and how much of it might later be recouped.

There is, though, a preceding question. What is the policy towards the single currency? Messrs Blair and Brown agree it is not a controversy to be stirred during the presidency. Better to defer a confrontation with Rupert Murdoch's *Europublic* newspapers. But what happens beyond the summer? I see a lacuna.

I have heard it said that, on a good day, Mr Blair speaks as if the matter is decided. Sterling will be scrapped soon after the election. The outstanding issues are one of tactics and timing. Yet his public caution comes through in his private musings. Mr Brown sees the autumn as the moment to step up the pro-euro campaign. Mr Blair prevaricates. These things have to be handled with care. It has become a favourite phrase of the prime minister.

Let's take on trust, though, that on this most sensitive issue he has resolved more than he is telling us. What of the rest of his European policy? There are two set texts – the first a speech in the Hague delivered in January and the second his address last month to the French national assembly. I have read them both with care. I am little the wiser.

This is not to say policy has not changed. Along with the Conservatives, the paranoia has gone. Mr Blair's cabinet is non-ideological on these matters. Robin Cook, the foreign secretary, was once dubbed a sceptic. Yet he can remark that, once the euro is established, Britain will be hard-pressed to remain outside. Jack Straw, the home secretary, has also had his doubts about integration. Now he is examining

without prejudice the merits of opting in to some of the Schengen agreement.

Mr Blair has also made glancing reference to the thorny question of pooling national sovereignty. Sometimes the phrases cancel out the minuses. The theme has been developed by Peter Mandelson, the minister without portfolio. We may mock Mr Mandelson about the Millennium Dome, but he is the thoughtful voice on questions European.

What's missing from Mr Blair's speeches is a sense of strategic grip. The tone is awry. The proselytizing about New Labour's third way and the hags with Bill Clinton are calculated to irritate (remember the hubris that led Margaret Thatcher to claim she would shape Europe in her own image). I am baffled as to why Mr Blair emphasises his project's Anglo-Saxon ancestry. The third way bears more than a passing resemblance to a revamp of the continental social democrat model. The Brown welfare-to-work blueprint owes more to Scandinavia and the Netherlands than to Wisconsin.

The Atlanticist rhetoric adds to the confusion about the underlying purpose. What does Mr Blair want from Britain's relationships with France, Germany and Italy? How does he see the shape of the Union beyond EMU and enlargement? Is a common foreign policy a worthwhile ambition? Where might further integration be a good idea? I am not sure Mr Blair has the answers.

Yet it seems curious to remind him that those who would lead must settle upon a destination. Or perhaps none of this counts against the risk of upsetting the punters before the election?

From Mr John Azzopardi

Sir. The challenge laid down by Professor Stiglitz ("Boats, planes and capital flows", March 25) in his wonderful contribution on the volatility of short-term capital flows and their destabilising effect on emerging markets, which are "like rowing boats on an open sea", is for "investors, emerging markets and the international financial community... to consider a third policy response: towards international capital flows".

As a mere interested observer of the east Asian crisis and its causes, it struck me that perhaps there is one simple means of reducing the vulnerability of emerging economies to vacillations in international flows. This is to shift the risk of default on to the large private lenders which imprudently permit the use of short-term capital to shore up loan commitments and

foreign direct investments (FDI) in emerging markets. Such a system could effectively substitute for the capitalisation rules, which limit tax deductibility for interest paid by a foreign controlled domestic company.

Arguably, the above proposal is not too dissimilar from the private guarantee system advocated by Messrs Petri and Ely ("A way out of bad banking", March 26) whereby "an individual bank would negotiate a prudential regulatory contract with an ad hoc syndicate of voluntary guarantors"; except that my proposal would entail both government and market-based regulatory controls.

Governments would be required to introduce regulations that determine when a lender is liable for the borrower's default (for example, where the short-term loan exceeds 15 per cent of the

A childcare monster in the making

From Mr Cyril Ayton
Sir. Martin Wolf ("The mummy state", March 31) is too malleable in his criticism of the UK government's proposed childcare credit. Consider two women: Home-loving Harriet, who is childless, and Isobel, who is thinking of applying for a newly advertised job paying £150 a week and Go Go Glenda, who is at home with a small child, and who would prefer to work, but cannot afford childcare.

Glenda persuades Harriet to register as a childminder, takes the £150 a week job herself, and leases her child with Harriet, for which she receives a subsidy of £100 a week. The result? No work is created: one woman works and one minds the child, as would have happened anyway. The only difference is that a child who would have been with her mother is now with a childminder, and the taxpayer forks out £100 a week to make this highly questionable arrangement possible.

I accept that Glenda may be better at this rather low-paid job, and that to that extent there may be an argument for freeing her to do it. But at the cost of £5,000 a year of public money, and the loss to her child of an only parent to full-time work?

This is madness. If the government is in a mood to write blank cheques with taxpayers' money, why does it not just pay Glenda £100 a week to look after her own child?

Where is the sense in wringing our hands about the supposed scandal of housing benefit, when we are planning to create a monster like this?

Cyril Ayton,
The Murrows,
South Newington,
Banbury OX15 4JQ, UK

UK's fiscal tightening probably inadequate

From Malcolm Bruce MP

Sir. Your leader ("Sterling in another world", April 2) indicates that you believe that the Treasury has tightened fiscal policy enough, and that interest rates should now probably rise to avoid inflationary risks.

You are, perhaps, being a little too kind to the government in two respects. First, much of the fiscal tightening has come in areas which have had little effect on consumer demand in the short term – taxes on savings and businesses, lower than budgeted public expenditure and so on. When the chancellor was asked by the Treasury Select Committee this week to list the actions, which he has taken to dampen consumer demand, he could only point to a reduction of mortgage tax relief (which is

only just taking effect), a reduction in tax relief via the married couple's allowance (which takes place in 1999 with the proceeds spent on child benefit), higher stamp duty on highly priced properties and higher petrol tax. These measures will have only a very limited effect on consumer demand.

It is also regrettable that the chancellor's commitment to stability in fiscal policy and inflation has not yet been matched by a firm commitment to stability of the exchange rate, in terms of Britain's early entry into the single currency.

Where you may be right is that, given the government's policy inaction in the above two areas, the Bank of England may soon have little choice other than to tighten monetary policy fur-

ther if there are not convincing signs of a slowdown in the non-manufacturing economy. Such a move would reflect the present asymmetric risk of allowing the expansion to generate serious inflationary pressures. Also, given the present dangers both of inflation or recession, which the government's one-club approach has caused, it is also true that interest rate changes now at least have the merit that they can be reversed quickly once the economic slowdown is finally confirmed.

Malcolm Bruce,
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PERSONAL VIEW GERALD SEGAL

Time to look west

Asem will only be taken seriously on the world stage if Asian economies start to play by western rules

The true value of multilateral gatherings is best judged in times of crisis. Today, London plays host to the Asia-Europe meeting (Asem), a gathering of heads of government from 10 Asian and 15 European states.

The meeting will surely fail. Behind the usual diplomatic communiqués – which will be full of praise merely for the fact of the meeting – will lie a big missed opportunity.

It is hard to imagine Asem making any effective contribution to resolving Asia's economic crises. It is unlikely that it will even seriously enhance Asia-Europe co-operation. This has little to do with the effectiveness of the diplomacy of the hosts, and far more to do with the disarray in Asia and the mistaken belief that the crisis is simply economic.

The first Asem – in Bangkok in March 1996 – was born out of Europe's fear of being shut out of Asia's economic boom. It also watched anxiously as Asian economic co-operation developed with the US. The agenda was set largely by East Asians confident in allegedly distinctive "Asian values" and their new form of capitalism. In the face of such euphoria, Euro-crème meant that eyes were held firmly shut at the sight of the political and other problems in Asia that would eventually lead to the crash of 1997.

Asem was mainly about raising economic consciousness about Asia in Europe. Tentative attempts, mostly by northern Europeans, to raise political and security issues were rebuffed.

Asia's crash took Asem's flimsy edifice with it. The trouble is that Asem's effectively politics-free agenda leaves little room for the crucial understanding that a return to economic health in Asia demands political as well as economic reform. Transparency and trust in a financial sector, for example, requires more transparency and pluralism in the political system. Moreover, Asem's economics-in-command agenda is vulnerable to a simple fact: non-Japan Asia

accounts for less than 7 per cent of world trade. Given this, Europeans might well be forgiven for wondering whether they paid too much attention to south-east Asia or even China.

As tempting as it may be for Europeans to turn their back on Asia, at least for the next few years, it would be a mistake. Asem can still prosper if it adopts a three-part agenda.

The most important change must be to put the politics of Asia-Europe relations much more at centre stage. This is a matter on which western Europeans can make a difference. They are already providing political assistance to eastern Europe to create better legal systems, more robust non-governmental organisations, stronger press freedoms and so on. A version of that package could be replicated for Pacific Asia.

Second, such political reform would require social changes. At the moment, too many Europeans have concentrated on, for example, learning lessons from Asian

education systems. It would be better if the two sides pooled their knowledge about best practice in matters such as higher education, information technology and environmental policy.

Third, Asians and Europeans need to appreciate that regionalism is not an alternative to globalisation even if it operates on the big scale of Europe and Asia. There is no Asian solution, for example, to Asia's economic crisis.

A more forward-looking strategy would be an Asem that, for example, agrees to match any trade liberalisation measure agreed in Apec (the Asia-Pacific Economic Co-operation forum, of which the US is part). This would help integrate the decisions taken in both bodies into the World Trade Organisation.

Similarly, Asians and Europeans cannot protect themselves from the tidal waves of international financial flows through regional pacts. Asem's small-scale initiative, to be announced at the summit, for a "know-

how" fund for domestic Asian financial reform is a step in the right direction precisely because it will be operated through the World Bank and not through a regional organisation. By helping ensure that Asian states do not seek ways to opt out of the global economy, Asem will be helping to keep the US honestly committed open multilateralism.

Such an Asem agenda requires a new honesty about where power lies. There is no "miracle" in Pacific Asia; the notion of a "Pacific Century" remains a chimera. South-east Asians who sought to lead the Asem process have, through economic failure, lost their right to lead it. Japan has yet to prove it can lead Pacific Asia towards a more effective role in the global system.

The fact is that power still lies outside the Pacific. Institutions created and run by the west, such as the International Monetary Fund and the World Bank, formulated the responses to Asia's crises. American and European banks organised the terms of rescue.

Asem will not be taken seriously unless its agenda is radically revised. Much of the economic agenda can be left to the markets to manage. An inclination to manage the market helped create the kinds of crises Pacific Asia is now experiencing.

Putting more emphasis on the political and social roots of reform is essential, even if the plain speaking about crony capitalism and human rights will be considered uncouth. It is neither schadenfreude nor neo-imperialism to argue that Pacific Asia and Asem will only flourish if Asians undertake the political and social reforms that make them better able to compete in a global economy with more open – and, yet, western – rules.

The author is director of studies at the International Institute for Strategic Studies and director of the UK's Pacific Asia programme. He was reporter for a recent British Council meeting of young Asem leaders.

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One world: Asia and Europe must appreciate that regionalism is not an alternative to globalisation
Picture Sarah Murray

Irish engag

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A child...
monster...
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FINANCIAL TIMES

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Friday April 3 1998

Tobacco deal up in smoke

The US tobacco industry must be feeling foolish. Last year it negotiated a \$369bn deal with the state governments to settle all outstanding lawsuits.

Yesterday, the Senate Commerce Committee agreed a draft law, which would cost the industry \$600bn in taxes and penalties over 25 years and give it filmy protection against private lawsuits. The original deal appears to be in ruins, but it should not be mourned. It was deeply flawed on several counts.

First, as a report by the Federal Trade Commission showed in September, it would have raised considerably less money than the states had hoped. This was because higher cigarette prices needed to finance the settlement would reduce consumption, and the benefits to the public sector were related to the volume of sales.

Second, the five dominant tobacco companies might have used the agreement as cover for a cartel, raising prices by more than was needed to finance payments to the states. Since demand for tobacco is relatively inelastic, the industry stood a good chance of rebuilding its profits by price rises. Tobacco shareholders might thus have benefited from the deal, quite the opposite of what had been expected by states which were suing them.

Now there seems to be a

greater realisation on Capitol Hill that the industry could adjust to higher prices, as it has done in Europe. Cigarette prices in the US are, for example, some 60 per cent below those in the UK, so there is plenty of scope for tax increases. This, in effect is what Congress is likely to impose. As Al Gore, the US vice president, remarked recently, the tide of opinion has turned. There is now widespread public support for anti-tobacco measures on health grounds.

Increasing taxes is a much better way to reduce consumption and defray the costs of tobacco-related illnesses than resort by the states to expensive and uncertain litigation. And it makes more sense to protect teenagers by legal restrictions on advertising (if the US constitution allows this, a still unresolved question) than to do it as part of an out-of-court settlement.

Under the proposed law, the tobacco industry would be left exposed to large damages from class actions by consumers, despite a provision to cap its liabilities in any one year. Congress might usefully look again at this issue.

Citizens must not be deprived of the right to seek legal redress. But the industry could be offered some increased protection against punitive damages in exchange for paying, via the tax system, its full dues to society.

Legitimise Emu

Until yesterday, there was a cloud hanging over enthusiasts of economic and monetary union. That cloud was a challenge to the legitimacy of Emu put to the German constitutional court, which could have delayed its start. The court's outright rejection of the challenge removes that obstacle, leaving Emu virtually unstoppable. But questions of political legitimacy could come back to plague a single-currency Europe.

Europeans have claimed that Emu is the first step toward political union. This, of course, is exaggerated. But there will be more centralisation of power than some are expecting. A single currency not only requires a single monetary policy, run by the European Central Bank (ECB). It also requires a greater co-ordination of policies at the European level. The trick will be getting the balance right.

The ECB will be a new, untried institution, working under intense scrutiny and contending with huge uncertainties. Transparency will therefore be crucial, but the requirements in the ECB's constitution are minimal. The ECB should go much further than that minimum. Publication of minutes is a must, and regular publication of a detailed economic assessment would be highly desirable.

Such a powerful institution must also be accountable. The European Parliament must use

its powers to the full, for example by calling in ECB executive board members to justify their decisions.

And the Euro-X committee will have an important role to play. It must ensure that the ECB's monetary policies and national governments' fiscal policies work together rather than at cross purposes. It should play an active part in the debate over monetary policy, particularly as the ECB, in its early years, may have strong hawkish tendencies as it establishes its reputation.

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Irish endgame

The emergence of what Bertie Ahern, the Irish prime minister, calls "large disagreements" between himself and Tony Blair sounds very worrying, with only a week to go till the deadline both governments had set for agreement on Northern Ireland's future at the multi-party talks in Belfast. But in fact it may be a sign that the talks, and the deadline, are at least being taken seriously by all the parties involved.

Until a week or so ago, talk of an agreement being "agonisingly close" came mainly from the two governments, and from moderate Northern Irish parties such as the Catholic SDLP and the small, biconfessional Alliance. Both Sinn Féin, the political wing of the IRA, and more crucially the Ulster Unionists, were making sceptical noises.

But now Sinn Féin is signalling its eagerness to be in on the deal; and yesterday David Trimble, the Unionist leader, voiced his concern that Irish "posturing" might harm the talks.

"It may push back the date for agreement," he said, "and that would be cruel to the people of Northern Ireland who have a certain hope."

That statement is significant. If Mr Trimble thinks the Irish government is posturing, he must believe, on the basis of several long meetings he has had with Mr Ahern in the last few months, that its real position is one he could accept. Implicitly, at least, he is saying he now believes an

agreement really could be reached next week, if only Mr Ahern plays it straight.

For years a constitutional settlement in Northern Ireland has been a hypothesis with which all sides could play. Now suddenly it seems an imminent reality, and both sides are working frantically to ensure it does not take a form which will be hard for them to sell to their supporters.

The sticking point is the proposed north-south bodies. Mr Ahern is trying to hold Mr Blair to the concession made by his predecessor, John Major, who agreed that these bodies should be set up by legislation. Mr Blair can counter by pointing to another clause in the 1985 Framework Document, which said their functions should be defined with the agreement of the parties.

It should not matter. Legislati-

on should hold no terror for unionists, provided it is clear that the bodies will act only by consensus, and that their northern members will be answerable to the new Northern Ireland Assembly. But equally the Irish government should recognise that accepting such bodies at all is a very bold step forward by the unionist side, and should not jeopardise this by insisting on a symbolic point that is hard for unionists to swallow.

The price is within reach. We

may be about to witness the most exciting, and most hopeful, moment in Irish history since the island was partitioned in 1921.

COMMENT & ANALYSIS

Off the hook

Gerard Baker looks at the legal and political implications of the decision to dismiss Paula Jones's case against Bill Clinton

It is a telling reflection on Bill Clinton's turbulent term of office that this week could prove a turning point, affecting not just his remaining 2½ years in office, but possibly how posterity will view his presidency.

The surprise decision by an Arkansas judge to dismiss the sexual harassment case brought by Paula Corbin Jones against Mr Clinton has lifted the darkest of the many clouds hanging over the president for the past few years.

But it is not merely that Judge Susan Webber Wright's dramatic ruling removes the immediate legal challenge to the president. She has also, with a single judicial stroke, cut through the line that tied Mr Clinton to an image of sleaze, corruption and lies.

The questions now are: what are the immediate legal consequences? What does it mean for Kenneth Starr, the independent prosecutor set up by the Justice Department to investigate the president? And what are the political implications for the rest of Mr Clinton's term and for his legacy?

The president, finishing off his 12-day trip to Africa, tried to restrain himself, doing his best not to appear gleefully triumphant about the decision. He let it be known that he was grateful to his closest advisers and friends who had stood by him. He emphasised, with a straight face and due presidential gravitas, that he could now perhaps focus on the important issues of government that confront him.

But Mr Clinton's true feelings were captured later by an enterprising cameraman. He caught the exhilarated president on video in his Dakar hotel room puffing a fat cigar and energetically pounding a set of bongo drums.

Back in Washington there was not even an attempt to disguise the unalloyed glee on Mr Clinton's behalf among his confidants. "A PhD in the obvious says he's quite pleased," was the verdict of a grinning Bob Beckel, the president's personal lawyer.

The legal significance of the judge's decision is twofold. As well as destroying the Jones case against the president, it seriously undercuts the potentially more damaging criminal investigation by Mr Starr.

Many lawyers had argued all along that the Jones case was never strong. In her lengthy denial of the claim, Judge Wright comprehensively dismantled the case, refusing even to allow it to go before a jury.

Ms Jones had claimed that Mr Clinton, while he was governor of Arkansas in 1991, had exposed himself to her in a hotel room and requested oral sex. Having declined the invitation, Ms Jones asserted that she was then discriminated against at work in her capacity as a junior employee of the Arkansas state government.

Political pressures are most likely to arise over fiscal policy, as the Stability and Growth Pact starts to bite. There may be a push for greater co-ordination of tax policies. Public resentment against these decisions being taken at European level could easily build up, and will be especially fierce if the apparatus of monetary union lacks public support.

So long as the European economy does well, the institutional set-up will probably not be challenged. The problems will arise when adjustment to the single currency exacerbates economic difficulties. Unless it sets out to establish widespread political credibility from the outset, the euro project will be unable to gain the public faith it needs.

Without commenting on whether the incident happened (Mr Clinton has denied it did), the judge said there was no evidence of any subsequent discrimination against Ms Jones by the president or the state and therefore no supportive case for harassment.

On the contrary, she had received positive employment appraisals and merit awards for some time afterwards. Ms Jones's claim that she had suffered distress was also not possible



to sustain, the judge said.

Ms Jones is likely to appeal against the decision, but lawyers familiar with the case said the appeals process could easily take two years or more, in effect tying up the case until after Mr Clinton leaves office.

Furthermore, most experts believe the decision was absolutely watertight, with no suggestion of any bias against Ms Jones by the judge. The White House was at pains to point out that Judge Wright was an appointee of Republican President George Bush and no friend of Mr Clinton.

"The fact is that this case would never have got this far if the defendant hadn't been the president of the United States, and no one until now was willing to appear partisan by dismissing it," says one lawyer.

The real significance of the decision is to cast serious doubt on Mr Starr's continuing deliberations. It should be remembered that the specific allegations of criminal offences by the president - of perjury, subornation of perjury and obstruction of justice - all have their origins in the Paula Jones case. Mr Clinton is alleged to have lied under oath to Ms Jones's lawyers about relationships with Monica Lewinsky and Kathleen Willey, former White House workers, and to have tried to persuade them and

others to lie under oath.

Now that the Jones case has itself been dismissed it becomes much harder for Mr Starr to demonstrate that, whatever the president did, it was a serious offence. Judge Wright had already ruled two months ago that any matters related to Ms Lewinsky could not be considered in the Jones case, since they were not material.

Allies of Mr Clinton argued that Mr Starr's criminal investigation

"A mis-statement in a matter ruled immaterial to a case found to have no merit"

should now be dropped. "This is about a charge of a presidential mis-statement in a matter that was ruled immaterial to a case that was found to have no merit," scoffed Dick Morris, Mr Clinton's one-time political consultant.

The bigger question then is: where does this leave the Clinton presidency?

The Paula Jones case and the other allegations relating to it have been largely responsible for creating Mr Clinton's sleazy image. Its dismissal now gives Mr Clinton a belated chance to undo the damage.

At first sight, the Jones decision does not seem to change much. Even if Mr Clinton sur-

vives the criminal investigation unscathed (as now looks increasingly likely), he still faces other potential legal and political problems. The other elements of the independent prosecutor's inquiry - into allegations of wrongdoing by the Clintons in the 1990s in relation to the White House property development, of illegal use of FBI files on their political opponents, and of unlawful behaviour over the firing of the White House travel office - will continue.

The president is also still dogged by allegations that, in his zeal for campaign funds for his re-election in 1996, he sold access to the White House to big donors, including some of highly questionable background.

But in one crucial respect, this week's judgment seems to have strengthened the president's hand. It gives him a long-sought legal victory. More than that, by validating Mr Clinton's claim that the allegations against him were ill-founded, it supports the idea that they were also politically motivated.

The White House will now make the case strongly that this judgment shows that all these allegations of crimes are the work of the president's political enemies," says one lawyer. If the public agrees, the Clinton presidency may now enter, at an oddly late moment, its critical phase.

This leads to what is, perhaps, the biggest question. Allies of the president were making clear yesterday that the battle for the Clinton legacy can now be joined in earnest.

Until now, the welter of allegations surrounding him had always ensured that Mr Clinton's historical reputation would be thickly tarnished. Polls suggest that, for all Mr Clinton's popularity and genuine policy successes, the American people simply do not trust him to tell the truth. The image historians had been burnishing was of an able president, who presided over peaceful and prosperous times, but who was scarred by deep character flaws.

Now, according to those who know him well, Mr Clinton will redouble his efforts to ensure that his place in the history books is much more positive than that.

These efforts could include a much more determined effort to push for big domestic policy initiatives, including long-term reform to entitlements programmes such as social security, the public pension system, and Medicare, the health insurance programme for the elderly. There may also be more strenuous efforts on other areas of social policy, and perhaps in foreign policy as well. He will also emphasise real achievements so far in fostering the remarkable economic performance of the US over the past five years.

If all this goes well, it could provide a platform for Al Gore's bid for the presidency in 2000, not least by ridding him of a kind of guilt by association with the president.

The campaign to cast Mr Clinton's presidency in a better light will, his advisers hope, help shape the lasting memory of Mr Clinton's presidency. It will be a long haul. The president has had five years of almost continuous suggestions of sleaze surrounding the president. He has only half that time in which to change those perceptions.

OBSERVER

Zedillo's silence starts free-for-all

Time was when there was only one way to become president of Mexico: you spent years intriguing to become the incumbent's preferred successor. Since 1929, the anointed candidate has always won.

In the 2000 race, things will be different. President Ernesto Zedillo says he will not name an heir - a ritual known in Mexico as the 'ciclo' (big finger) - and the ruling Institutional Revolutionary Party (PRI) has been thrown into disarray. It has never bothered to establish rules to select candidates.

Quickest on the draw was Puebla state governor Manuel Bartlett, who came to prominence during the presidential court in 1988. It looked as if the PRI's Carlos Salinas was losing when the electoral computer system in Bartlett's care crashed. When it was rebooted, Salinas was comfortably ahead.

Other PRI luminaries harbour presidential ambitions, such as former interior minister Esteban Moctezuma - known to be Zedillo's favourite - and Jesus Silve Herzog, former ambassador to Washington.

But the PRI isn't what it was, so non-PRI candidates - like Cuauhtémoc Cárdenas, the first opposition mayor of Mexico City, and straight-talking former Coca-Cola executive Vicente Fox - can't

be ruled out. For the first time, Mexicans look like enjoying a real scrap for the Presidential Palace.

Choppy waters

Prime minister Tony Blair is not the only British politician to impress Chinese premier Zhu Rongji. Musing in Downing Street about John Prescott's rise from cruise ship steward to deputy prime minister, he suggested that some other people in government could end up as waiters on ships.

That won't endear him to colleagues back home. It is difficult to know who was being indiscreet: Zhu for cracking the joke, or Blair's spokesman Alastair Campbell for telling the media.

Missing words

Chuan Leekpai, Thailand's soft-spoken premier, is honest enough to admit that corruption and the lack of transparency in the financial system are partly to blame for his country's economic crisis. But it appears that he is difficult to explain in Thai. Yesterday his interpreter used the English word corruption, and failed to find a Thai phrase for good governance, which the prime minister is keen to promote.

Chuan insisted that corruption was not exactly alien to Thailand, but the word has seven syllables. Good governance is a newer concept, and the prime minister confessed that he was looking around for a suitable

translation. If he finds one he could use it as his slogan for the next election: he was much too shy yesterday to tell Observer when that might be.

Step change

More than a century of US retailing history ends at midnight on June 11: the five-and-dime empire launched by Frank Woolworth will be reborn as Venator. It's Latin for hunter, or sportsman - presumably inspired by the company's position as the world's biggest retailer of sporting shoes and clothing.

Chairman Roger Farah says this repositioning of the company as "invigorated and inspired by the ever-changing marketplace as it strives to win the global retailing game". At least stock market traditionalists can be happy that the company isn't changing the famous "tickle" symbol that denotes its stock - a simple, non-repositioned, non-invigorated Z.

Silver ghosts

There were some not-so-silver clouds over the launch of Rolls-Royce's sleek new Silver Seraph in Hong Kong, where 1,500-plus of the super-rich swan around in Rolls-Royces and Bentleys.

Chief executive Graham Morris didn't turn up - he was busy with the company's new German owners. More worrying, perhaps, were the missing millionaires, now that the only noise you can hear in Asia is markets tottering.

Wheeling in a new model is an old

THE LEX COLUMN

Japan tanks

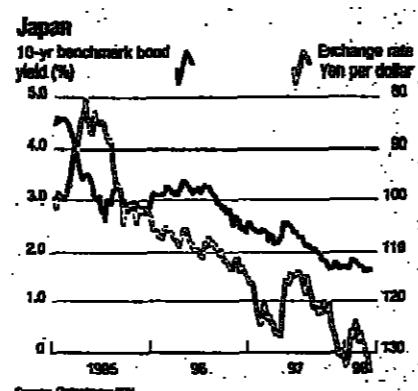
Japan could do with a few more businessmen like Norio Ohga, Sony's chairman. A more robust public dialogue and it might have avoided the current pickle. As it is, he barely exaggerates when he says Japan's economy "is on the verge of collapsing". The latest *Yakuza* business survey paints a picture of unmitigated gloom. Most telling of all is consumer pessimism, with household spending at the lowest level of disposable income in nearly 30 years.

The government can hardly be accused of inactivity. It has announced some ¥48,000bn (\$369bn) of funds to stabilise the banking sector and stimulate the economy. But it has been singularly ineffective; hence the continuing slump. This is because consumers and investors are cynical about the government's ability to tackle the problems - and rightly so. Not only do their motives look short term and political, but their tools are haphazard. If the government wants more bang for its buck, it urgently needs to frame a coherent medium-term strategy within which to place its efforts. Otherwise the perception of hapless fire-fighting will continue to devalue its initiatives.

Long term, only far-reaching deregulation will help Japan out of the mire. Meanwhile, government spending packages and huge infusions of liquidity from the Bank of Japan should coax some growth from the economy. This should help equities in the second half, but the yen and bond prices will fall before then.

Tobacco

The Doomsday scenario painted by BAT's Martin Broughton, following a US senate committee's approval of a punitive anti-smoking bill, is believable enough. Instead of last year's settlement capping class action liabilities, companies now face Draconian restrictions on marketing and packaging and a huge tax rise on cigarettes. The resulting liabilities coupled with falling revenues could mean bankruptcy, not just for debt-ridden RJR Nabisco but also for Philip Morris and BAT's Brown & Williamson. Putting up cigarette prices from \$2 to \$5 a packet would bring them in line with countries such as the UK. But America's higher per capita consumption would be hit as smokers tried to rein in, if not kick the habit.



Still, for investors there must be some value in the possibility that the worst-case scenario does not unfold. While the anti-smoking lobby has daunting momentum, there may be some political mileage in the potential job losses. There may also be legal recourse: banning advertising is unconstitutional under America's free speech laws, while retrospective provisions may prove unenforceable. Furthermore, companies should be able to sell some assets and increase dividend payments to investors, short of a scorched-earth policy. With companies' domestic tobacco businesses now viewed by the market as worthless, their shares may be worth a punt.

Battlefield tanks

Despite yesterday's mysteriously cancelled announcement, a massive armoured vehicle contract looks certain to fall into the Eurokonzern's lap. For GKN, part of the largely German winning team that includes Mannesmann's Krauss-Maffei, this is good news. Its current order book is thin and there are no other programmes of this scale on the horizon. After all, scepticism about the usefulness of traditional tanks in modern warfare is rife in military circles.

Although profits will not filter through

until 2004, the value of GKN's non-core defence business, which is up for sale, will nonetheless be increased. This should enhance the company's position ahead of consolidation within the fragmented European armoured vehicle sector. With

Vickers part of the losing consortium and keen to expand in defence now Rolls-Royce is being sold, an Anglo-British solution is possible. GKN should be well placed to extract a better price than the £100m Vickers apparently rejected when the parties last talked.

Behind the delay lies French poker-playing. It seems likely that the reality of a dominant Anglo-German axis developing in land forces has goaded the French government into action. GIAT, a heavily loss-making and state-owned manufacturer, is probably being given a larger slice of the action by its partners. This looks less than ideal, but could encourage greater French flexibility in other fields.

Courtaulds

Watching paint dry has suddenly become a whole lot more interesting, at least for investors in paint companies. Courtaulds' merger plans combined with yesterday's news of a bid approach have nearly doubled the value of the shares. The excitement could be short-lived. If the potential bidder walks away, the shares could sink back towards the 400p level, warning Courtaulds' coatings division at a more realistic 13 times sales. Still, short of a formal bid, yesterday's news could not have been more welcome for Courtaulds.

The same cannot be said for Akzo Nobel, believed to be behind yesterday's approach. True, the acquisition would give its coatings business longed-for exposure to Asia, and help it keep up with the global ambitions of Imperial Chemical Industries and Sherwin Williams. And by moving now, Akzo avoids a bidding war. Neither ICI nor Sherwin will want to be left behind with Courtaulds' unattractive fibres business, whereas Akzo could bundle it with its own fibres operation and take costs out.

But even if Akzo bids now, it will have to cough up between 450p and 500p, which is not cheap. More importantly, why did Akzo not bid back in January when Courtaulds' shares were trading at 280p? To consider making the acquisition now, with both sterling and the market against it, should attract some sharp questions from shareholders. The less than 1 per cent fall in Akzo's shares yesterday looks too sanguine.

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FINANCIAL TIMES

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Sony chief says Japan's economy faces collapse

By Paul Abrahams,
Michio Nakamoto and
Gillian Tett in Tokyo

only look after their constituencies, they only work at a purely domestic level," he said.

The Japanese economy is on the verge of a collapse that could cause a worldwide recession if Japanese policy makers do not act quickly, Norio Ohga, chairman and chief executive of Sony, warned yesterday.

"The Japanese economy is currently facing its most difficult time ever. I am concerned that if Japan falls into a deflationary spiral it would affect the Asian economies. In that case, not even the US economy would be able to maintain its healthy state," he said.

His alarming prediction came as gloomy economic data triggered the biggest single day's fall this year in the Nikkei 225 index, down more than 3 per cent to 15,702.

Mr Ohga, in an unusually outspoken speech for a Japanese businessman, lambasted Japanese politicians, in particular Ryutaro Hashimoto, the prime minister. He compared Mr Hashimoto to President Herbert Hoover, the US president at the time of the 1929 Wall Street crash. "Japanese politicians

at Nikko Research Center in Tokyo. "The government has come up with one stimulus package after another but each time the contents have been unclear."

One consequence of the government's efforts to prevent the economic downturn causing a crisis in the banking system is that the Bank of Japan's assets have surged a record 51 per cent - or ¥27,000bn (\$21,070bn) - in the year to March 31.

This is partly because of emergency injections of liquidity into the money markets.

The unprecedented injections reflect the measures that the Bank has taken since November to shore up the financial sector and help banks raise sufficient quantities of funds before the end of the 1997 financial year.

Analysts warn that if the money-creation operations continue into April, as the Bank has signalled in recent days that they will, they could trigger a sharp fall in the yen.

Japanese urged to spend, Page 6
Sony's gloom, Page 19
EU loan write-off, page 17
See Lex

China pledges it will move forward on opening markets

By Guy de Jonquieres
and Peter Montague

the leaders of the 15 EU member

governments and 10 Asian countries.

A spokeswoman for Jacques Santer, European Commission president, said the talks with Mr Zhu had "changed the atmosphere" and marked "the start of a new era" in relations between Europe and China.

Mr Leon Brittan, Europe's trade commissioner, welcomed China's latest WTO tariff offer as evidence of renewed momentum in the country's 11-year-long negotiations to join the organisation. The EU's final view would depend on an analysis of the details of the proposals, and on China also submitting an improved offer to open its services market.

The pledge was contained in a joint statement issued after 90-minute talks in London between EU leaders and Zhu Rongji, China's prime minister. The talks, the first EU-China political summit, took place in the margins of the Asia-Europe meeting (Asem), attended by

EU officials said the talks with Mr

Zhu had reassured them that China's interest in the WTO had not cooled.

The EU was particularly encouraged by Mr Zhu's acceptance that the next phase of the WTO talks should focus on achieving a package that would provide "substantial" access to the Chinese market for foreign goods and services.

Much of the discussion at yesterday's summit concerned EU proposals to allow China to liberalise its market in stages after WTO entry. Mr Zhu apparently continued to talk at EU demands that China set firm deadlines for liberalisation.

Separately the UK announced that Tony Blair, prime minister, is to visit China in October for the first time since taking office, setting the seal on a new bilateral relationship in which past disagreements over Hong Kong were firmly forgotten.

Personal view, Page 14
Observer, Page 15

This announcement appears as a matter of record only.

April 1998

HIRSCH TREUHAND

The shareholders of the

allkauf

Group have sold their company

to

METRO AG

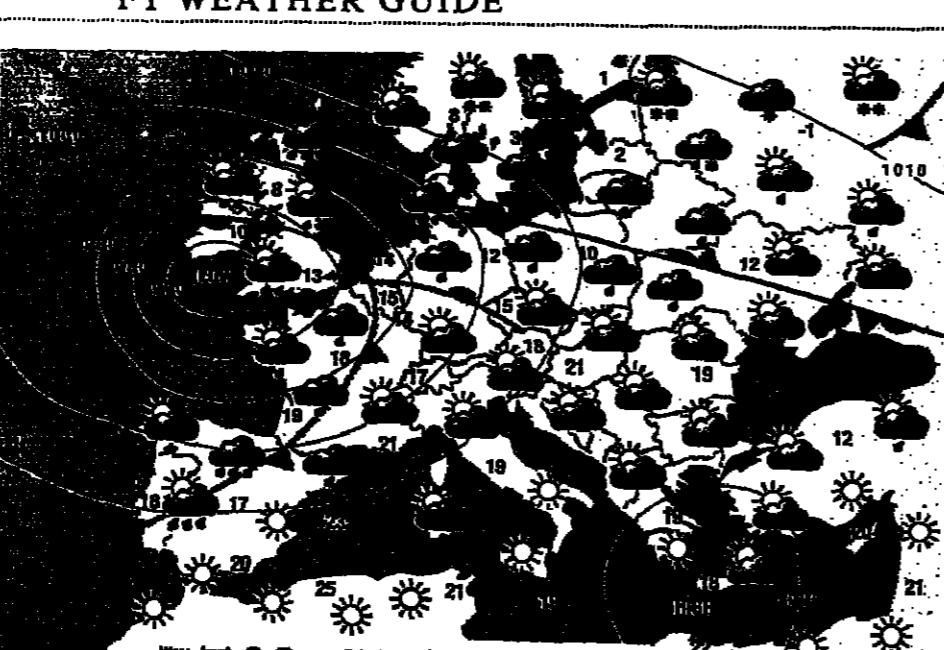
We have acted as adviser
to the shareholders of the allkauf Group
in this transaction.

Hirsch Treuhand- und Vermögens-
verwaltungsgesellschaft mbH
A Hirsch Group Company
Königsallee 38, 40212 Düsseldorf, Germany
Phone +49 211 137310
Fax +49 211 520949



Maurice Papon, 87, was sentenced in Bordeaux to 10 years in prison for helping to deport Jews during the Nazi occupation of France. A lawyer (left) for Jewish plaintiffs comments on the verdict. Page 2

FT WEATHER GUIDE



Situation at midday. Temperatures maximum for day. Forecasts by PA WEATHERCENTRE

City	Temp	Condition	Wind	Pressure
Chamonix	10	Sunny	10	1010
Paris	12	Rain	15	1012
London	13	Sunny	10	1013
Edinburgh	14	Sunny	10	1014
Cardiff	15	Sunny	10	1015
Belfast	16	Sunny	10	1016
Barcelona	17	Sunny	10	1017
Madrid	18	Sunny	10	1018
Paris	19	Sunny	10	1019
Paris	20	Sunny	10	1020
Paris	21	Sunny	10	1021
Paris	22	Sunny	10	1022
Paris	23	Sunny	10	1023
Paris	24	Sunny	10	1024
Paris	25	Sunny	10	1025
Paris	26	Sunny	10	1026
Paris	27			

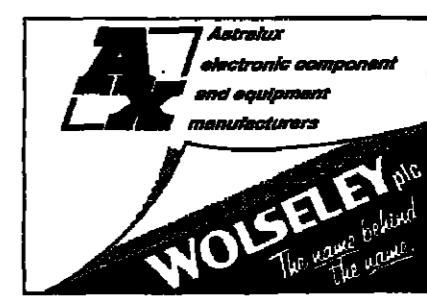
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FINANCIAL TIMES

COMPANIES & MARKETS

FRIDAY APRIL 3 1998

Week 14



INSIDE

European markets reach new peaks
The bull run on European stock markets continued yesterday as most of the main bourses set new records. The dismissal of two court challenges to Germany's participation in the euro, while expected, added to the positive sentiment. Page 36

'Last chance' for Opec credibility

The Organisation of Petroleum Exporting Countries is facing its "last chance" to restore its credibility, according to Erwin Arrieta (left), Venezuela's energy minister, who was one of the architects of this week's agreement to cut global oil production by 1.5m barrels a day. "It's the last opportunity for the entire energy community, not just Opec. All of us were Pinocchios, including Venezuela, lying to each other," Mr Arrieta said. Page 25

Banesta's profits cause a stir
When Banesta, the São Paulo bank being prepared for privatisation, declared 1997 profits of R\$2.04bn (US\$1.8bn) - more than the combined profits of its three biggest private sector rivals - it was met with cries of "ouf". Page 21

Lift maker's shares on the rise
Shares in Schindler, the world's second biggest manufacturer of lifts and escalators, have jumped nearly 40 per cent in the past two months. After years in the doldrums the Swiss company increased profits by 81 per cent last year. Page 20

Bond issues top \$300bn in quarter
International bond issuance surged to a record in the first quarter, topping \$300bn for the first time. Issuance rose 45 per cent to \$303.17bn, according to Capital Data Bondware, with the dollar accounting for almost half of the total. Page 24

Zambian copper talks break down
Zambia's struggle to revitalise its copper industry was in disarray yesterday after the collapse of negotiations for the sale of Zambia Consolidated Copper Mines' two biggest divisions. Page 26

Tankan survey hits Tokyo shares
Asian markets took a pounding, particularly in Tokyo where the Bank of Japan's quarterly tankan survey of business sentiment showed how bad the situation has become. Page 26; Lex, Page 24

Lenzing expects return to profit
Lenzing, the viscose fibre producer, expects to return to profit after losing Sch\$15m (\$82.6m) over the past two years. The Austrian group has been hit by a fall in polyester fibre prices. Page 18

Cellular phone system disappoints
Japan's personal handyphone system (PHS), a cellular system which once promised a vast new market in mobile communications, is poised for retreat less than three years after its launch. Page 19

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Akzo Nobel plans Courtaulds bid

By Roger Taylor

Akzo Nobel, the Dutch chemicals group, is understood to be planning a bid for Courtaulds of the UK, which would make it the world's largest paints company.

The move would replace plans announced by Courtaulds in February to split into three parts. It aimed to demerge its paints business from its fibres operations and sell its packaging arm this year in an attempt to reverse its falling share price.

Courtaulds yesterday confirmed that it was in talks which could lead to an offer. Its shares, which jumped 57.5p to 458.5p valuing the company

at £1.9bn, (\$3.2bn) have now risen by more than 75 per cent since the company first announced its break-up plans.

Akzo Nobel yesterday would only say that its stated strategy was to expand both its pharmaceuticals and paints divisions through acquisition.

The company currently views Imperial Chemical Industries for leadership of the world paint market. On most measures ICI comes out first.

But the acquisition of Courtaulds would put Akzo firmly on top. Courtaulds has been one of the weakest companies in the UK chemicals industry

with its share price falling from a high of more than 600p in 1992 to a low of 228p in December, prompting speculation about a takeover.

Since announcing its demerger plans Courtaulds has received substantial interest from parties interested in its International Paints business, including Imperial Chemical Industries and PPG of the US.

Analysts said yesterday that Akzo had missed a great opportunity to buy Courtaulds more cheaply by not making a hostile bid three months ago.

However, the Dutch group appears to have stolen a march

on its competitors by offering to buy the whole of Courtaulds, including its less attractive fibres business which is one of Europe's largest viscose producers. It also makes Tencel, which has been promoted as a new "wonder-fibre", but sales have been disappointing.

Akzo has long stated its intention to get out of the fibres business and has reduced its exposure over several years. However, it still has a small but profitable viscose operation. If it were to buy Courtaulds, it would almost certainly merge the two operations and then sell

them. A bid by Akzo would be the latest in the rapidly consolidating European chemicals industry. In recent months Ciba Specialty Chemicals acquired Allied Colloids for £1.4bn and Imperial Chemical Industries paid \$4.5bn to buy the chemicals arm of Uni- lever.

Analysts questioned the logic of a link-up between the two groups. Akzo is strongest in decorative paints whereas Courtaulds specialises in marine paints, in which it is world leader, and in industrial powder coatings. The main area of overlap is in coatings for the aerospace industry.

Lex, Page 16

IBJ to increase write-offs to \$4.7bn

By Gillian Tett in Tokyo

Industrial Bank of Japan, one of the country's largest and most prestigious banks, yesterday said it planned to write off Y650bn (\$4.7bn) of problem loans in its financial year ended earlier this week.

The write-off is more than 50 per cent higher than the amount the bank previously forecast. The pressure for large write-offs has come partly from tighter reporting requirements by banks as a result of the government's "Big Bang" deregulation programme which started on April 1.

The increase will raise IBJ's projected group net loss for the year to Y200bn and its parent company net loss to Y370bn. It had previously projected net losses of Y140bn and Y250bn respectively.

The bank added that it expected the balance of its outstanding problem loans to be Y1,000bn at the end of the 1997-98 fiscal year, with reserves covering some 90 per cent of it.

Other banks are also expected to announce larger than expected write-offs in the coming days. The Japanese media has recently reported that bad loan disposals by the country's 19 largest banks could total Y10,210bn, and would push nine city banks into losses for 1997. Sanwa Bank has already raised its projected write-offs to Y940bn from an earlier forecast of Y750bn. Sakura has said it would dispose of Y1,200bn, up from Y870bn previously forecast.

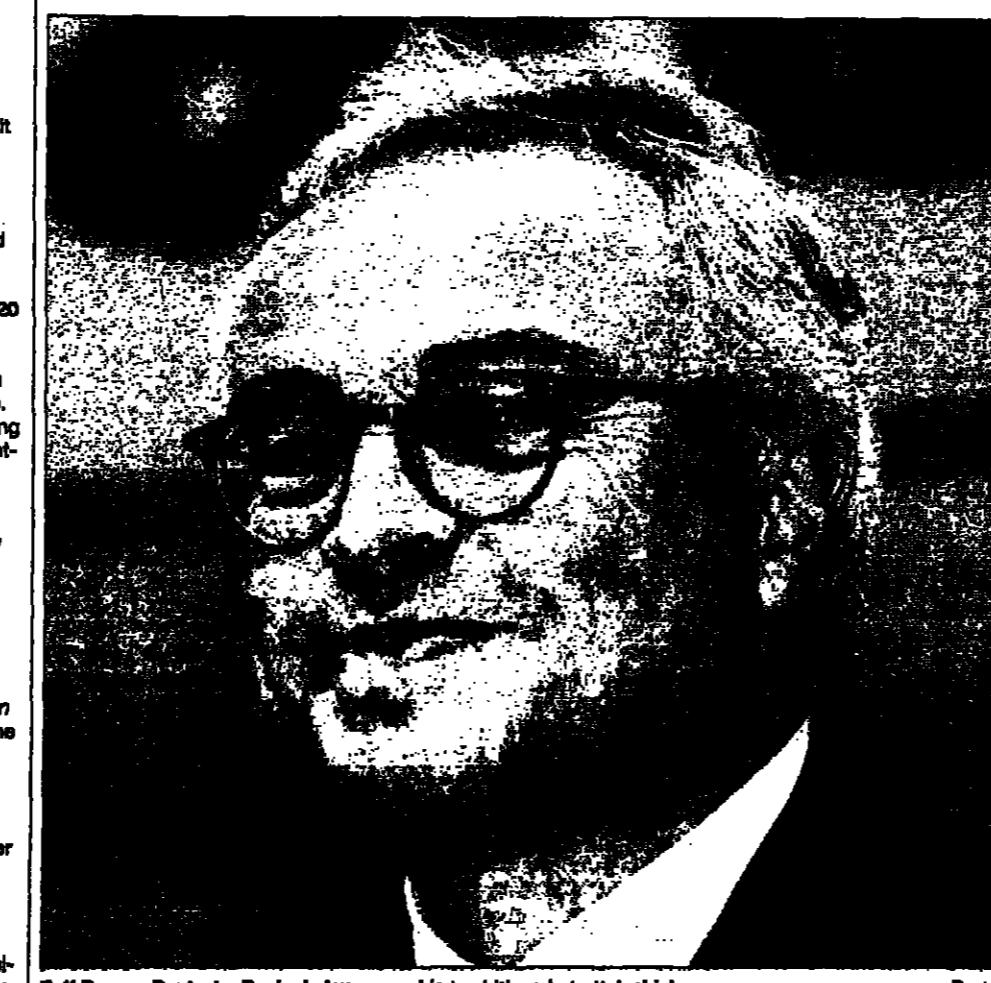
Total bad loans in the Japanese banking system are estimated by the industry to be Y22,000bn, although the Ministry of Finance has calculated the total level of "problem" loans (which uses a broader definition) to be Y77,000bn.

However, recent changes to the accounting system have also given the banks more flexibility in making loan disposals. In particular, the ruling Liberal Democratic Party has changed the regulations to permit banks to record their equity portfolios at book, not market, value.

This means the banks do not have to record losses arising from the fall of the Nikkei 225 over the last year - and so have more capital with which they can write off problem loans.

Lex, Page 16

IBJ Schroder \$20m buy, Page 21



Deutsche Bank aims to double profit to DM9bn

By Andrew Fisher in Frankfurt

Deutsche Bank has set its sights on doubling operating profits to DM9bn (\$5bn) in 2001, with much of the improvement to be achieved through its costly restructuring programme.

Rolf Breuer, chairman of Germany's biggest bank, said this would bring its pre-tax return on equity to its 25 per cent target. "This is ambitious, but attainable," he said.

The bank has set aside DM2.5bn from 1997 profits to

pay for the restructuring, much of which is intended to improve profitability in investment banking. About DM1.8bn will pay for job cuts of 8,000, including 4,600 in Germany.

The Asian financial crisis also took its toll on profits, requiring extra provisions of DM1.1bn to cover loan risks in the region. Net income was halved to DM1.6bn. Operating profits and losses fell 27 per cent to DM4.26bn. Pre-tax

return on equity dropped from 17 per cent to 8.4 per cent.

Mr Breuer said 1998 had begun well, with a "pleasing rise" in operating profits in the first two months. But it was too early to forecast profits for the full year.

He expressed concern at high cost levels, saying the group's cost/income ratio of 75 per cent was unsatisfactory.

The bank aims to cut this

to 70 per cent by 2001.

Mr Breuer said retail and

private client banking - where

200 smaller branches will be

closed out of 1,450 - should lift

profits by about DM1bn to well

above DM2.5bn in 2001, raising

its return markedly above the

present 4.9 per cent.

In asset management, where

the institutional and retail

sides will be combined, profits

should double to DM1.4bn. The

target for total assets under

management is DM700bn com-

pared with the present

DM600bn.

Deutsche will combine its

commercial and investment

banking operations into a new

global corporate and institu-

tions division with the aim of

being among European leaders

in mergers and acquisitions

deals and equity issues.

The target for this division

in 2001 is a DM2.5bn pre-tax

profit. This would be nearly

three times the profit from

these activities last year and

represent an equity return of

9.8 per cent against 17 per cent.

COMPANIES & FINANCE: INTERNATIONAL

ENGINEERING CZECH GROUP AGAIN FAILS TO MEET ITS OWN PROFIT FORECAST

Skoda Plzen reports third consecutive loss

By Joe Cook in Prague

Skoda Plzen, the Czech Republic's biggest engineering company, shook the Czech stock market yesterday when its shares fell by 7.6 per cent after it reported preliminary consolidated net losses of Kč1.8bn (S\$33m) for 1997.

The result marks the company's third consecutive year of consolidated net losses, and Skoda's share price fell from Kč4.90 to Kč4.53.

In 1996 the group suffered a consolidated loss of Kč2.2bn and in 1995 its consolidated loss was Kč4.31m.

Lubomir Soudek, Skoda's chairman and biggest shareholder with 21.5 per cent, has previously failed to deliver on his forecast that Skoda would soon become

profitable. He had forecast profits of Kč600m for 1996, and last autumn his company said it was expecting to turn in a consolidated net profit of some Kč300m for 1997.

Skoda said yesterday it expected to post a consolidated gross profit of up to Kč300m for 1998, but analysts were not convinced.

"There is never any good news from Skoda Plzen," said Martin Vojta, an equity analyst with Patria Finance in Prague. "Skoda Plzen now does not look able to improve its shape or its performance, it has too many loss-making businesses and does not seem able to concentrate on its profitable ones."

Mr Vojta said Skoda's consolidated operating loss of Kč300m was "especially

bad". In 1996 the company reported operating losses of Kč1.4bn.

Skoda has nearly 60 divisions and subsidiaries, many of which made big losses last year. Its truck-making division, Liaz, lost Kč520m in 1997, against a loss of Kč380m the previous year. The company's German metal-pressing subsidiary, Uniformtechnik, lost Kč250m, about the same as in 1996.

Vladimir Kadlec, engineering analyst at Expanda, a Prague brokerage, noted that even Skoda's so-called "blue chip" divisions now look as if they are struggling. Revenues at its turbine-making subsidiary, Skoda Turbina, fell from some Kč1.6bn in 1996 to about Kč1.4bn last year.

Mr Kadlec also pointed to Skoda's apparent inability to



Chairman Lubomir Soudek predicted 1997 profit to Skoda Auto, the carmaker in which Germany's Volkswagen has a 70 per cent stake.

Mr Kadlec said he expected Skoda shares to reach Kč400 "or less" in coming days.

Skoda Plzen is not related to Skoda Auto, the carmaker in which Germany's Volkswagen has a 70 per cent stake.

Czech telecoms group seeks \$100m

By Vincent Boland

A Czech telecommunications group partly owned by Tele Danmark will today announce plans for a \$100m international equity offering, the first of several telecoms groups from the region hoping to tap foreign investors this year.

Ceske Radiokomunikace (CRK) runs most of the Czech Republic's radio and television transmission network and owns 51 per

cent of a mobile phone operator.

It is seeking to complete the offering, a rare event for a Czech industrial group, before general elections in June that could further complicate Prague's troubled privatisation programme.

ABN Amro Rothschild will be global co-ordinator for the offering, which will be entirely of new shares.

The Czech state holding company owns 70 per cent of CRK. This will fall to 51 per

cent when the offering, in the form of Global Depository Receipts, has been completed because it is not taking up its share of a rights issue.

The capital increase will be accompanied by a 10-for-1 share split to make CRK shares more liquid. A portion of its shares are listed on the Prague stock exchange, and the GDRs will be listed in London.

Tele Danmark bought a 20.8 per cent stake in CRK to have paid Kč4,500 a share

last year to gain a foothold in the fast-growing Czech mobile services market. The Danish operator had been an aggressive bidder for a licence to set up Radiomobil, a second operator that was eventually won in 1996 by CRK and Deutsche Telekom.

It had earlier lost out to international rivals in bidding for a stake in SPT Telecom, the Czech national operator. Poland's TPSA, the biggest in the region, is due to be floated later this year.

for the stake, and the shares are now trading at about Kč4,100 each, giving CRK a market value of some \$260m.

ABN Amro estimated last week that up to \$160m worth of telecoms companies were being earmarked for privatisation in central and eastern Europe in the next 18 months. Most are national operators that will probably seek strategic partners, but Poland's TPSA, the biggest in the region, is due to be floated later this year.

The company, which is being bought by Magna International, the Canadian car parts maker, said sales jumped 25 per cent to Sch142bn. "There were significant improvements in all key figures," Steyr said.

The group assembles vehicles for customers such as Chrysler of the US and Daimler-Benz of Germany. It also supplies car components and systems.

Magna finally won a takeover battle for the company last week, agreeing to pay Sch17.2bn to Creditanstalt, the Austrian bank, for its 66.8 per cent stake in Steyr and its 50 per cent holding in the design and engineering unit Steyr-Daimler-Puch Fahrzeugtechnik.

Steyr said last year's figures were the result of restructuring in which it had concentrated on three core activities - vehicle assembly, components and engineering.

The group expects sales to jump further in the current year, to 25 per cent to Sch17.2bn next year, but profits will not keep pace because of substantial start-up costs for new projects and new investment.

Despite the forecast rise in turnover in the current business year, no further improvement in profit is expected, Steyr said. "The new products and projects will only strengthen the profitability of the group in subsequent years."

Steyr surges ahead of takeover

Steyr-Daimler-Puch, the Austrian car assembler which was the subject of a recent takeover battle, almost trebled pre-tax profits to Sch159.5m (\$46m) in 1997. Reuters reports from Vienna.

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Magna finally won a take-

Fokus, BNbank talks fail

Fokus Bank, Norway's fifth largest lender, yesterday said it had failed to agree valuation terms in its Nkr2.15bn (\$281m) merger talks with BNbank, one of the country's largest mortgage lenders. In spite of broad political support for a merger, the plan was abandoned after opposition parties refused to support the minority Social Democratic administration's demand for the city to retain a 50 per cent holding in the merged company for four to five years.

Greg McIvor, Stockholm

BANK MERGER

Fokus Bank, Norway's fifth largest lender, yesterday said it had failed to agree valuation terms in its Nkr2.15bn (\$281m) merger talks with BNbank, one of the country's largest mortgage lenders. In spite of broad political support for a merger, the plan was abandoned after opposition parties refused to support the minority Social Democratic administration's demand for the city to retain a 50 per cent holding in the merged company for four to five years.

Greg McIvor, Stockholm

ISRAELI PRIVATISATIONS

Lehman buys 2% of Leumi

The Israeli government yesterday sold 2 per cent of Bank Leumi, the country's second biggest banking group, to Lehman Brothers, the US investment bank, for \$22m, reducing the state's stake to 61.5 per cent. The deal valued Leumi at \$2.6bn, representing a 2.8 per cent discount on Leumi shares, which opened at Shk6.83 on the Tel Aviv Stock Exchange yesterday. The block of shares had been offered to four foreign investment banks.

The government expects to raise a further Shk450m (\$125m) by selling 5 per cent of Leumi in a convertible bond offering to domestic and foreign institutional investors, scheduled for the second half of this year. An additional 10 per cent of the bank is earmarked for employees.

Avi Mehlis, Jerusalem

SOUTH AFRICA

Financial services merger

The company in which Anglo American and RMB Holdings are to merge their financial services interests to create the biggest company on the Johannesburg Stock Exchange will be called FirstRand, the two groups said yesterday. FirstRand is expected to have a market capitalisation of about R590m (\$11.7bn) and total assets of R250bn. Anglo American and RMB will each have a 24 per cent stake.

Laurel Dippenaar, FirstRand chief executive, said the merger would create a financial services group with the critical mass and potential to add significant value and to exploit the strengths of its respective components.

Last month's announcement of the Anglo-RMBH deal has been followed by other big consolidation moves in the South African financial services sector. Liberty Life and Stanbic are discussing the creation of a single holding company to oversee their banking, life assurance and fund management operations, and the Board of Executors group announced a R17.9bn plan this week to simplify cross-shareholdings with its partners to create a single investment banking group.

Victor Mallet, Johannesburg

Annual General Meeting of Shareholders

Shareholders of AB Electrolux are invited to participate in the ANNUAL GENERAL MEETING of AB Electrolux on Wednesday, April 29, 1998, at 5 p.m. in the Berwald Hall, Strandvägen 69, Stockholm, Sweden.

Attendance at the meeting

Shareholders who intend to participate in the AGM must be registered with the VPC AB (Swedish Securities Register Center) not later than Friday, April 17, 1998. Shareholders whose shares are registered through banks or trustees must have their shares registered in their own names at the VPC in good time.

In addition to the above registration, notice of intent to participate must be given to Electrolux not later than 4 p.m. on Thursday, April 23, 1998 by mail to AB Electrolux, C-1, SE-105 45 Stockholm, Sweden, or by telephone at +46 8 738 67 93 or +46 8 738 63 38.

Notice should include the shareholder's name, registration number, if any, address and telephone number. Shareholders participating by proxy must submit a copy of the proxy authorization prior to the date of the AGM.

Agenda

1. Election of Chairman at the meeting
2. Preparation and approval of voting list
3. Election of two minutes-checkers
4. Question of whether the meeting has been properly convened
5. Presentation of the Annual Report and Accounts and the Report of the Auditors as well as of the Consolidated Accounts and the Report of the Auditors on the Group Speech by the President
7. Resolution on adoption of the Profit and Loss Statement and the Balance Sheet as well as the Consolidated Profit and Loss Statement and the Consolidated Balance Sheet
8. Resolution on dispositions in respect of the Company's profit as shown by the adopted balance sheet
9. Resolution on the motion that the Directors and the President be given discharge from liability

10. Resolution on determination of record date for dividend
11. Resolution on determination of number of Directors and Deputy Directors
12. Resolution on determination of fees payable to the Board of Directors
13. Election of Directors and Deputy Directors
14. Resolution on determination of fees payable to the Auditor
15. Election of Auditor
16. Resolution on amendment of the Articles of Association

Amendment of the Articles of Association

The Board of Directors proposes that the two first paragraphs of Article 5 of the Articles of Association shall be amended to read as follows:

Present wording:
"Each share shall have a par value of twenty-five (25) kronor."
"The shares of the Company may be issued in two series, A and B. For the purposes of voting at a General Meeting, each share of series A carries one vote and each share of series B carries one-thousandth of a vote."

The proposed change in the voting power of B-shares means that the total voting rights of A-shares in the Company will decrease from 96.6% to 21.9% and the total voting rights of B-shares will increase from 3.4% to 78.1%. Pursuant to Chapter 9 §15 of the Swedish Companies Act the resolution to amend the Articles of Association is valid when shareholders representing two-thirds of both the votes cast and the shares represented at the meeting are in favour of the resolution and it is approved by the owners of half of all A-shares and of nine-tenths of the A-shares represented at the meeting.

If the Board's proposal is approved by the Meeting, it is expected that all shares will be listed on the Stockholm Stock Exchange with the new par value and the B-shares with the new voting rights as of June 2, 1998.

Dividends
The Board of Directors has proposed a dividend of SEK 12.50 per share.

The Board of Directors has proposed May 5, 1998 as record date for the dividend. Subject to endorsement of this proposal, dividends are expected to be paid by the VPC on May 12, 1998.

Proposal for election of Directors and Auditor
At the Meeting Anders Sjöberg, Claes Dahlbäck and Lennart Ribbom will leave the Board. Shareholders representing more than 50% of the voting rights of all the shares in the Company will propose that Peggy Brzeszus, Gösta Bystrand, Thomas Halvorsen, Louis K. Hughes, Stefan Persson and Michael Treschow be re-elected as Directors of the Company and that Rune Andersson, Chairman of the Board of Directors of Trelleborg AB and Svenska Industri AB, Nobuyuki Idei, President of Sony Corporation, Karel Vuurstuur, Chairman of the Executive Board of Heineken N.V. and Jacob Wallenberg, Chairman of the Board of Directors of Södertörnsviks Enskilda Banken be elected as new Directors. The auditing company Ernst & Young AB is proposed to be re-elected as Auditor.

THE BOARD OF DIRECTORS
Stockholm in April, 1998

SHAREHOLDERS IN PLM AB (publ)

Notice is hereby given that the Annual General Meeting of PLM AB (publ) will be held on Thursday, April 23, 1998 at 4:30 p.m. at Konsern Centrum of Contemporary Art, Gavleborgsgatan 22, Malmö, Sweden.

Right to participate

To participate in the meeting, shareholders must be on the list of shareholders maintained by the Swedish Securities Register Centre (VPC) in Stockholm by Thursday, April 9, 1998. Shareholders whose stock has been registered in the name of trustees must arrange in good time to have their stock re-registered in their own names no later than Thursday, April 9, 1998, if they wish to participate in the meeting. Notification of intention to participate must be given no later than 5:00 p.m. on Monday, April 20, 1998, by telephone on +46 40 20 90 00, by fax on +46 40 20 90 41 or by e-mail: bolag@plmcap.com.

Malmö, April 9, 1998

PLM (publ)

Board of Directors

PLM

B-836, SE-301 80 Malmö, Tel. +46 40 30 90 00
www.plmcap.com

Notice to the Bondholders of the

DM 1,000,000,000 1% Deutsche Mark Global Bonds of 1998/2001 exchangeable into shares of Allianz Aktiengesellschaft.

issued by Deutsche Finance (Netherlands) B.V.

Allianz is granting its shareholders a subscription right, increasing its share capital through the issuance of 7,000,000 new shares with a nominal of DM 1 each against contribution. No subscription right, directly or indirectly, is granted to the bondholders of the above mentioned bonds. Accordingly, the exchange price (currently being DM 348.40 per share with a nominal amount of DM 1) has been reduced pursuant to § 6 of the conditions of issue.

Effective as of March 19, 1998 the new exchange price is DM 342.08.

Amsterdam, In March 1998 Deutsche Finance (Netherlands) B.V.

Electrolux

Joe M. L. S.

for Finnish
expansion plans

ELECTRONICS DEPRECIATION OF YEN BOOSTS JAPANESE GROUP'S SALES BY 5% AND OPERATING PROFITS BY 20%

Sony sees difficult year as Asia crises bites

By Paul Abrahams in Tokyo

Sony, the Japanese electronics group, warned that the new fiscal year would prove very difficult, mainly because of the crisis in Asia.

The company said it was already seeing the effect of the crisis on sales and expected demand in countries such as Thailand and Indonesia to fall quickly.

Nobuyuki Idei, president and chief operating officer, said he expected the com-

pany would achieve the targets for the year ended March 31 that it had set itself in January this year. These were a 17 per cent increase in sales to Y580bn (\$49.5bn), a 25 per cent rise in operating profits to Y500bn and a 51 per cent increase in net profits to Y120bn.

Full results would be announced in May. In the current year it aimed to match those numbers, Mr Idei said.

A substantial element in the sales and profits improvement had been due to the depreciation of the yen, conceded Mr Idei. The Japanese currency's decline had boosted sales by 5 per cent, and operating profits by about 20 per cent.

The core audiovisual business had performed well, and the introduction of flat-screen Trinitron televisions had allowed Sony to increase market share in the difficult Japanese market.

Camcorders, 8mm analogue cameras and personal stereos had also posted steady growth. Cameras that can be downloaded on to personal computers had done very well, "quite to my surprise", Mr Idei said. In the US, the group would this year launch digital televisions, a business that offered considerable promise.

Minidisc products were experiencing an explosion in Japan, and more than 1m units had been sold in Europe, where the technology was in take-off stage.

The US was proving slower, mainly because of the price difference between traditional tape recorders which cost about \$20 and Minidiscs at \$200.

In personal computers the company was now market leader in notebooks in Japan, ahead of its rival NEC.

The US PC market remained difficult, however. Kunitake Ando, president of the information technology division, said 20 per cent of the market there was for products under \$1,500 and it was difficult to compete below that level. In Japan, 50 per cent of the PC market was for notebooks, and the aim in the US was to shift into these types of products.

Sony Computer Entertainment, the Sony Playstation division, continued to perform exceptionally, Mr Idei said.

Japan's PHS phones set for retreat

Cheap cellular system has been overtaken by technology, writes Michiyo Nakamoto

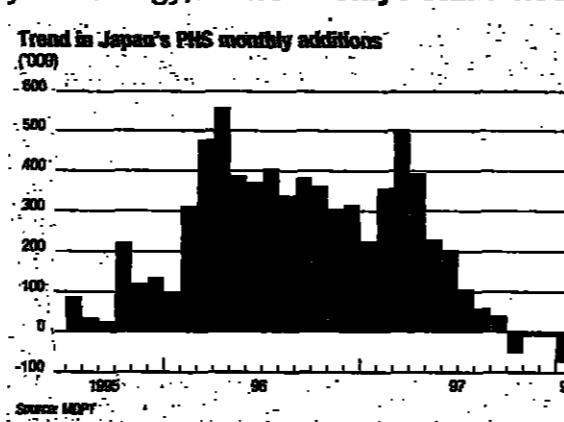
Japan's personal handy-phone system (PHS), a low-cost cellular phone system which once promised a vast new market in mobile communications, is poised for retreat less than three years after its launch.

Earlier this week NTT Docomo, the cellular phone operator, announced it would take a Y36bn (\$270m) loss on its 48 per cent investment in the NTT group's PHS companies, in a move signalling a fundamental restructuring of the PHS operations.

NTT Docomo's move follows that of NTT, Japan's largest telecoms company, which said it would post significantly lower profits in the year to March 1998 as a result of losses in its PHS subsidiaries. NTT is posting a Y67bn extraordinary loss in relation to its PHS operations, which have accumulated losses of Y240bn over the past three years.

NTT is considering how best to stem future losses related to the PHS business, including the liquidation of the nine PHS companies in the NTT group scattered throughout the country. The downfall of PHS has been swift. When the system was launched in Japan in 1995, it was hailed as a low-cost cellular phone.

At that time, cellular phones were still relatively expensive and heavy, making a cheaper, lighter system attractive to less status-conscious consumers. The basic monthly rate of about



in certain cases.

Given that PHS users cannot use the phones in moving vehicles and that the PHS networks have more restricted coverage than that of cellular phones, the loss of an advantage in weight, size and cost has been critical.

PHS operators have also had to deal with a high rate of churn, at about 4 per cent to 5 per cent a month, says Eric Gan, industry analyst at Goldman Sachs. As a result, the number of PHS subscribers has declined from a peak of 7.0m last September to 6.93m in January.

Furthermore, there is a growing consensus in the industry that the whole PHS strategy was flawed and that the system needs to be repositioned for a different market. PHS has lost its main advantages over cellular phones – even its ability to offer faster data transmission will soon disappear.

For a giant such as NTT, the accumulated losses of Y240bn – seven times the total asset value of NTT Personal – "was too much to bear", Dresdner Kleinwort Benson noted in a recent report.

That means the PHS market will be much smaller than originally conceived, and operators will need to stem their losses accordingly.

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Calling time: PHS phones in production

NTT is considering merging the PHS business with its cellular phone business in NTT Docomo, or liquidating the PHS operations and transferring the assets to Docomo.

Whichever option is chosen, NTT's decision to bite the bullet and write off its losses is likely to be the first, rather than the last, in an industry-wide restructuring of PHS operations.

Moody's warns Australia groups

By Mark Mulligan in Sydney

Moody's Investors Service, the ratings agency, yesterday warned that several Australian companies faced possible downgrades or cut-off reviews because of the Asian economic slowdown.

John Cudliffe, Moody's Sydney office managing director, said resource companies such as BHP were vulnerable, along with lowly rated exporters, companies with significant investments in the region and those involved in tourism.

"We are monitoring rated entities in these areas very carefully at the present

time," he said. "If the situation in Asia does not improve in the near future, I can see the ratings outlook for a number of Australian companies changing for the worse or even ratings being placed on review for a possible downgrade."

Moody's placed ANZ, the banking group, on negative outlook in January, while BHP is already under formal review for a possible downgrade, on which a decision is expected soon.

Robert Prugue, strategist at ANZ Securities in Sydney, said weak commodity prices and falling demand from Asia had soured the

outlook for resource companies around the world. Australia was particularly vulnerable because of its heavy dependence on commodity exports to Asia – 84 per cent of the country's coal exports went to greater Asia, as well as 77 per cent of its agricultural exports.

However, Robert Prugue cautioned against panic. "We are seeing severe problems in Asia, but the Asian values – high rate of savings, education and the work ethic – are still intact. So although demand for imports is damped, those values will ensure the region bounces back."

Shares in Qantas yesterday closed up 4 cents at A\$1.52, while BHP fell 2.2 cents to A\$1.54.

'Big Bang' set to cut forex costs for companies

By Gillian Tett in Tokyo

Some of Japan's largest companies expect savings of Y1bn (\$7m) or more a year on foreign exchange transactions as a result of the government's "Big Bang" deregulation.

Electronics groups such as Sony, Hitachi and NEC have indicated they expect savings of between Y1bn and Y2bn after the removal of most foreign exchange controls on April 1.

These estimates provide the first evidence that "Big Bang" could benefit Japan's industrial sector by reducing the cost of financial services, although the changes could lead to lower revenues for Japan's banks.

The cost cuts have arisen in part because the regulatory changes on April 1 allow Japanese companies for the first time to conduct trades in currencies other than yen within Japan. They also permit companies other than banks to start foreign exchange businesses.

This means manufacturers or trading companies will no longer need to pay bank commission charges on foreign exchange transactions.

The April 1 changes also

Financial Times Surveys Asian Financial Markets

Friday April 24

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FINANCIAL TIMES
No FT, no comment.

COMPANIES & FINANCE: ASIA-PACIFIC

NEWS DIGEST

BANKING

NAB pays US\$201m for mortgage portfolio

National Australia Bank yesterday agreed to pay US\$201m for part of the home loan portfolio of Banc One of the US. Under the deal – through NAB's recently acquired Homeside, the US mortgage manager – the Australian banking group will take over a "significant" slice of Banc One Mortgage Corp's business over the next five years. The purchase gives Homeside the servicing rights and sub-servicing rights to 286,100 mortgages worth US\$18bn, although Banc One retains the right to cross-sell other products to its borrowers and will continue originating the loans for Homeside.

NAB said yesterday's deal was the first of many planned to expand its global mortgage operations through Homeside. Hugh Harris, Homeside president, said the deal with Banc One would lift its presence in the midwest and southwest regions of the US. Mark Mulligan, Sydney

STEEL

Kobe to resume dividend

Kobe Steel, of Japan, is to resume dividend payments after five years with a Y2 a share payout for 1997-98.

The company said it cut its forecast for parent net profits in the year to Y7.5bn (\$56.3m) from its earlier forecast of Y8bn. The pre-tax profit forecast was unchanged at Y25bn, with the revenue forecast left unchanged at Y1,200bn. Kobe blamed capital losses of Y10.6bn on securities holdings for the profit downgrade. Part of the loss will be offset by gains from the sale of other securities holdings, it said. AFX-Asia, Tokyo

AUSTRALIA

Blockbuster unit to expand

Blockbuster Australia, a subsidiary of the US entertainment and publishing group, is boosting its video hire business with 39 new store franchises throughout the country.

Blockbuster has formed a franchise agreement with 37 Video Flicks stores and two independent video stores based in Queensland. It declined to disclose the price of the agreement. The group opened its first Australian video rental store in 1991 and, with the Video Flicks acquisition, expanded its business to 170 stores nationwide. F.L. Chase, vice-president of Australian and New Zealand operations, said the deal was the start of the company's move into the franchise business. "We hope to grow by 100-150 franchise stores in the next 12 months," he added. Franchising was the quickest way to grow to a critical mass, according to Mr Chase. "The Australian video industry is mature and competitive. We are looking at areas to fill the geographical gaps in the business," he said.

He added that the company had only 11 stores in New Zealand and that its operations there were unlikely to expand at the same rate as in Australia. AP-DJ, Sydney

Comments and press releases about international companies coverage can be sent by e-mail to international.companies@ft.com

Notice of Annual General Meeting

Notice is hereby given that the Annual General Meeting of Aktiebolaget SKF will be held at SKF Kristineberg, Byggelagatan 4, Göteborg, Sweden, at 3.30 p.m. on Friday April 24, 1998.

Annual General Meeting

Notice of attendance

For the right to participate at the meeting, shareholders must be recorded in the shareholders' register kept by the Securities Register Centre (VPC AB) by Tuesday April 14, 1998 and must notify the company before noon on Tuesday April 21, 1998, preferably in writing, otherwise by telephone, of their intention to attend. (AB SKF, SE-415 50 Göteborg, Sweden, Tel. +46 31 37 2436, fax +46 31 37 1691) giving details of name, address, telephone and registered shareholding. Where representation is being made by proxy, the proxy form shall be sent before the date of the meeting. Shareholders whose shares are registered in the name of a trustee through the Trustee Department of a bank must have the shares registered temporarily in their own name in order to take part in the meeting. Any such re-registration for the purpose of establishing voting rights shall take place by Tuesday April 14, 1998. This means that the shareholder should give notice of his/her intention to the trustee in plenty of time before that date. A re-registration fee will normally be payable to the trustee.

Agenda

1. Opening of the AGM.
2. Election of chairman of the meeting.
3. Drawing up and approval of register of voters.
4. Election of minutes-checkers.
5. Confirmation that meeting has been correctly called.
6. Presentation of annual report and auditors' report as well as consolidated financial statements and consolidated auditors' reports.
7. Address by the Managing Director.
8. Resolution on adoption of the income statements and balance sheets and consolidated income statements and consolidated balance sheets.
9. Resolution regarding distribution of profits.
10. Resolution that the directors of the board and managing director are discharged from liability.
11. Determination of number of board members and deputy members.
12. Determination of number of auditors and deputy auditors.
13. Determination of directors' fees.
14. Determination of auditors' fees.
15. Election of board members and deputy members.
16. Election of auditors and deputy auditors.

Dividend

The Board of Directors proposes a dividend for the financial year 1997, of 5 kronor 25 öre per share. It is recommended that shareholders with holdings recorded on April 29, 1998 be entitled to receive the said dividend. Subject to acceptance by the Annual General Meeting, it is expected that the Securities Register Centre will send out notices of payment to recorded shareholders and listed depositaries on May 7, 1998.

Election of Board members

Shareholders, who together represent somewhat more than 30 % of the share capital and 50 % of the votes for the total number of Company shares, have informed the Company that they recommend for re-election Ordinary Board Members Anders Schap, Mauritz Sahlin, Giovanni Mario Rossignolo, Per-Olof Eriksson, Sune Carlsson, Peter Augustsson, Sven Gyll and as new members Helmut Werner, Vito H Baumgartner and Ulla Litzén. Gösta Bystedt, after having served as a member of the AB SKF Board for 15 years, will now leave the board.

Göteborg, April 1998
Aktiebolaget SKF
(publ)

The Board of Directors

SKF

COMPANIES & FINANCE: EUROPE

FINANCIAL SERVICES DUTCH GROUP SEES FI 1bn BENEFIT FROM NEW TREATMENT OF EQUITY AND PROPERTY DEALINGS

Accounting shift set to lift ING profits

By Gordon Cramb in Amsterdam

Shares in ING jumped 5.1 per cent yesterday after the Dutch financial group said a change in the way it treats its equity and property dealings should not profits by about FI 1bn (\$450m) this year.

The figure depended on market conditions, it warned. For last year it charged FI 500m against risks in Asia, split equally among specific and general provisions. The company also said that its securities

operation, ING Barings, had failed to meet targets.

The accounting shift brings ING more in line with international standards, allowing it to book realised gains and losses on equities and property to the profit and loss account.

If it produces the expected result, the move would itself generate the same 24 per cent earnings growth as ING yesterday reported for 1997, when profits reached FI 4.105bn.

ING gave no overall forecast for the year, saying that

upheavals in Asian markets made that difficult. But it expected a "substantially" higher profit level, helped by recent acquisitions.

Because of Asia, investment banking had entered a difficult patch. ING Barings, the securities operation of the British merchant bank it rescued three years ago, failed in 1997 to meet the performance targets set by its parent.

Godfrid van der Lugt, the ING director who takes over as group chairman mid-year, said yesterday the London

unit had not reached the desired 10 per cent annual earnings growth and 11 per cent return on investment.

After cuts in Barings' Latin American and south Asian equity operations, and a shake-out among rival European-based investment banks, Mr van der Lugt reiterated that ING was "committed" to Barings. But, he said: "We can rationalise and integrate."

He announced the creation of ING Barings Investment Bank Western Europe, a partnership between the

Barings teams in London, Frankfurt and Milan, colleagues working for the Amsterdam-based parent, and those at Banque Bruxelles Lambert in Belgium and Furman Selz in New York.

The entity is intended to expand the group's client base in mergers and acquisitions and equity trading ahead of the launch of the single currency.

ING left the way open for further cuts in Asia, stressing the importance of Europe above its traditional

expertise in emerging markets. And Jacobs, outgoing chairman, said: "We admit openly that in the course of the next few months or year there will be a lot of dust flying about."

The group earnings figure was in line with analysts' forecasts. It reflected a three-month contribution from Equitable of Iowa, the US insurer bought for \$2.2bn.

The dividend totalled FI 2.30

a share, up from FI 2, drawn from earnings of FI 5.35, against FI 4.56. The shares added FI 6.10 to FI 125.70.

Tie-up talk lifts Générale de Banque shares

By Neil Buckley in Brussels

Shares in Générale de Banque, Belgium's biggest bank, rose 5.5 per cent to a record yesterday, amid intensifying speculation that the bank is about to announce a tie-up with Fortis, the Belgo-Dutch financial services group, to create a new Belgian superbank.

The bank's shares jumped from BFr20.275 to BFr21.400,

and shares in Fortis gained 3.3 per cent to BFr10.950. Shares in Société Générale de Belgique, the powerful holding company known as La Générale which has stakes in both groups, rose 2.5 per cent to BFr7.500.

The rises were fuelled by speculation surrounding a board meeting at Fortis Amex, the group's Dutch arm, where the progress of talks with Générale de Banque is understood to

have been on the agenda.

Analysts now believe a link, creating Belgium's biggest bancassurance business, is almost inevitable – in spite of fears in Belgium's Dutch-language press suggesting Fortis Amex is suspicious of the intentions of Suez-Lyonnaisse des Eaux, the French group that owns 63 per cent of Société Générale de Belgique.

They suggest an announcement could be

made between April 15, when Suez-Lyonnaisse reports results, and April 23, when Générale de Banque holds its annual meeting.

There is also increasing speculation that a Fortis-Générale deal could be linked with or followed by broader restructuring of Suez-Lyonnaisse's Belgian interests. That could mean either a move by Suez-Lyonnaisse to take full control of La Générale, by buying out

minority shareholders, or a merger of La Générale and Tractebel, the energy utility group which is the holding company's biggest asset.

The Belgian government could be concerned by either move. Last year it demanded guarantees of autonomy for Tractebel at the time of the merger of France's Compagnie de Suez with French utility Lyonnaise des Eaux.

Analysts believe a Fortis/Générale de Banque deal

would involve the former linking its three banking subsidiaries with the latter, and gaining a proportionate stake in the enlarged bank that would result.

Thierry Hazeveld, of BBL Vermeulen Raesdorck, says that with Générale de Banque valued at about BFr215m (\$8.3bn), and Fortis's banking subsidiaries at about BFr230m, Fortis would end up with 42 per cent of the enlarged group.

Analysts estimated that on the basis of Wednesday's price the theoretical value of the subscription rights would be about Pta427bn (\$2.72bn) through the rights issue it is launching next week, after setting a price of Pta6,000 a share. The 1-for-11 issue, by far the largest by a Spanish company, is aimed at funding a further investment drive by the group in Latin America, particularly in the privatisation of Brazil's Eletrobras. A month-long subscription period opens on Monday.

The price, 20 per cent below Wednesday's closing on the Madrid market of Pta7,050, signalled the group's desire to make the issue attractive to its small shareholders, a year after the final stage of its privatisation. Yesterday its shares added a further 0.85 per cent to Pta7.10.

The new shares will qualify for dividends paid from the year's results but not the complementary dividend for 1997, to be paid next month.

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Analysts estimated that on the basis of Wednesday's price the theoretical value of the subscription rights would be about Pta427bn (\$2.72bn) through the rights issue it is launching next week, after setting a price of Pta6,000 a share. The 1-for-11 issue, by far the largest by a Spanish company, is aimed at funding a further investment drive by the group in Latin America, particularly in the privatisation of Brazil's Eletrobras. A month-long subscription period opens on Monday.

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COMPANIES & FINANCE: THE AMERICAS

INSURANCE WINDFALL BONANZA LIKELY FOR 500,000 POLICYHOLDERS

Canada Life to shed mutual status

By Scott Morrison in Toronto and Christopher Brown-Jones in London

Canada Life yesterday became the fourth big Canadian life insurer to announce plans to shed its mutual status. It aims to become a publicly traded company, with a market capitalisation estimated by analysts at about C\$5.2bn (US\$3.7bn).

David Nield, chief executive, said demutualisation would give the company financial flexibility and allow it to grow more quickly, both internally and

through acquisitions.

"We foresee continued consolidation in the life assurance industry in all the countries in which we operate, and we intend to use our proven acquisition expertise to undertake more transactions," he said.

The announcement had been expected after three of the group's main domestic competitors - Mutual Life, Manufacturers Life and Sun Life - said they planned to demutualise. The quartet join a global trend that has seen insurance companies in the US, UK, Australia and

South Africa go public to raise capital.

Canada Life's decision will provide a windfall bonanza for its 500,000 participating policyholders, who will share its C\$2.6bn surplus. Some 60 per cent of participating policyholders are in Canada, 20 per cent in the UK and Ireland and the remaining 20 per cent in the US. One insider estimated that the 90,000-100,000 qualifying UK policyholders could be in line for average windfalls of £2,500. The group aims to complete demutualisation by the end of 1999.

Canada Life, which offers life and health insurance, annuities and investment services, is the country's fifth largest life assurance company measured by its C\$43bn in total assets under management.

It was formed in 1847 and has been active in the UK since 1903. It is now one of the 20 largest UK life and pensions groups, having expanded substantially by acquisition.

Last year it bought Albany Life and two other businesses from Metropolitan Life, of the US, for about £175m (\$235m).

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It estimates it has 840,000

policyholders.

UK funds under

management total £6bn.

Canada's life insurers

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to enable

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mutuals

to convert

to

publicly

traded

groups.

Canada's insurance industry

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widespread

consolidation

in the past year,

most notably with Great-West Lifeco's C\$2.9bn take-

over of London Insurance.

It is an unusual development, at a time when many Japanese financial institutions are trying to reduce their overseas interests. However, IBJ made clear yesterday that it intended to continue expanding in the US, where it is particularly interested in the lucrative pensions and institutional fund management markets.

Delphi, founded in 1980,

has about \$1bn in funds under management, spread across a range including private client and institutional funds, as well as a domestic and an international hedge fund. It has a workforce of about 20 people and will be operated as an independent subsidiary.

IBJ Schröder has about

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acquisitions.

The intention

is to grow "critical mass", as

the company

is still very

small, and there is a growing belief in the US that competitors need scale, both for their competitive position, and to contain costs. This has led many small fund managers to decide to sell to larger competitors in the past few years.

According to Charles Porten, IBJ Schröder chief investment officer, the deal will allow the company to become a "major manager of specialty investment products". The deal is intended to provide greater assets under management, and to expand the company's product list. It has also agreed to maintain all Delphi's present employees.

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According to Charles Porten, IBJ Schröder chief

TELECOMMUNICATIONS £100M DEAL WITH DEUTSCHE TELEKOM AND FRANCE TELECOM TO TARGET BT IN UK

European joint venture for Energis

By Alan Case

Shares in Energis jumped 13 per cent yesterday as the telecommunications group in which the National Grid holds a majority stake, announced a £100m (\$167m) joint venture with Deutsche Telekom and France Telecom, Europe's two largest operators, which will give them unprecedented access to UK business customers.

The three operators are to set up a 'property company', Metroholdings, which will build local telecoms networks in the UK's main conurbations beginning with

London, Birmingham and Manchester.

Energis already owns a national fibre optic communications network carried over the National Grid and in London, through the tunnels of the Underground system.

Local networks with direct connections to customers are vital for operators attempting to win market share in overseas territories because they are expensive to construct and existing networks are usually in the control of the incumbent operator – in the UK, British Telecommunications, of France

Telecom said: "We will offer business customers high-quality services at competitive prices."

Energis has some 1.5 per cent of the UK business telecoms market but its network is using only about 25 per cent of its capacity.

BT was unperturbed by the development, pointing out that Metroholdings would only be doing what it was already doing in France and Germany with its alliances Cegatel and Vias Interkom.

Mike Grabiner, Energis chief executive, said Metroholdings planned to build

metropolitan networks in eight or nine UK business centres. Energis would have responsibility for the design and construction of the network and take a management fee. It would also charge in partners for carrying their traffic over its national long-distance network.

No details were given, but Mr Grabiner said the payments would be "material to Energis".

The company will have a 50 per cent stake in Metroholdings with Deutsche Telekom and France Telecom each holding 25 per cent. The shares rose 74p to 638p.

ICI sells Crosfield arm for \$455m

By Andrew Edgcumbe-Johnson

The recent burst of corporate activity at Imperial Chemical Industries continued yesterday with the \$455m sale of Crosfield Group to WR Grace, the Florida-based speciality chemicals group.

Crosfield, which makes catalysts, is one of the four speciality chemicals businesses which ICI sold from Unilever for \$4.9bn last year.

ICI, which is moving rapidly away from commodity products to concentrates on speciality chemicals, said the sale would enhance its earnings immediately.

The disposal came in the same week as Charles Miller-Smith, ICI's chief executive, sealed the \$655m acquisition of Acheson, a Michigan-based electronic materials and spent \$300m on most of the European home improvements business of Williams, the former conglomerate.

The sale price represents 1.7 times Crosfield's \$270m sales last year, and 22 times its operating profits of \$21m.

ICI paid Unilever 1.8 times sales for the four businesses last year, but just 13.7 times operating profits.

Analysts were generally impressed by the price realised for the business, but ICI's shares were unchanged at 211.25.

Robyn Coombs, an analyst with Merrill Lynch, said: "This shows they can not only buy things for a punchy price, they can sell for good prices too."

All three of this week's deals would benefit the group's earnings, she added.

Analysts are expecting more disposals of ICI's remaining commodity industrial chemicals businesses, which together account for about \$2.5bn of turnover.

The transaction came just a day after WR Grace was spun off from the packaging division of its parent company, Grace.

COMMENT
Energis

Energis shares have been heading into the stratosphere ever since their flotation last December – outperforming a sharply rising market by nearly 100 per cent. Yesterday's clever deal with Germany's Deutsche Telekom and France Telecom shows there is at least some substance behind the puff. The telecommunications group always had a cost advantage in providing a long-distance backbone network because it strings its cable over the National Grid's pylons. Now it has also found a cheap way of making the final connection with its business customers.

The deal with the Germans and French means it can accelerate the local network roll-out while splitting the investment costs 50:50. Energis will also be paid a management fee by the two continental operators as well as usage fees for any traffic they shunt over its backbone network. Given that there is spare capacity on the backbone, much of the extra revenue will drop to the bottom line. Still, investors should not get too excited. Certainly, those hoping this deal will pave the way for a high-premium takeover of Energis by the French and Germans may be disappointed. Not only will the companies continue to compete for customers but the National Grid, which controls Energis, shows no sign of wanting to sell.

Baring Tribune

The worm has half-turned. Baring Tribune has seen off the indignity of being wound up or unitised, but it is unlikely to survive in its present form. This looks like the optimal outcome for investors. It was time to debunk the idea that unitising is the best way of unlocking value in those investment trusts whose shares stubbornly trade at a discount to net asset value. Unit trusts, after all, tend to have higher management fees and do not necessarily provide better returns. But the threat has been a useful gun to the head of investment trusts. In the case of Baring Tribune, the threat seems to have worked wonders. Baring Tribune will now have to consider a takeover approach by Fleming Cleaver House Investment Trust, or a proposal to be turned into a tracker fund, or come up with an alternative proposal. The management deserves to be listened to. After all, the trust's returns have matched its benchmark over the past five years.

NEWS DIGEST

INVESTMENT TRUSTS

Plan to convert Baring Tribune fails

Private shareholders yesterday inflicted an important defeat on the "vulture funds" and institutional investors in the fight for the £60bn (\$100bn) investment trust sector.

Their help was crucial in voting down proposals to convert partially Baring Tribune Investment Trust to a unit trust. The plan was prompted by the wide discount between the trust's share price and the value of its underlying assets.

Private shareholders may have won the battle, but the institutions are likely to win the war by forcing several trusts, including Baring Tribune, to offer them cash exits. Despite the vote, Baring Tribune's board said yesterday it would put forward reconstruction proposals by the end of this month.

A packed shareholders' meeting voted 57 per cent to 43 per cent against the unitisation plan put forward by Advance UK Trust, the so-called "vulture fund", and two other institutional shareholders.

Baring Tribune is already subject to two rival offers. Fleming Cleaver House Investment Trust yesterday said it had put proposals to the board which could lead to an agreed bid. Analysts said the Baring Tribune saga showed how vulnerable trusts were. Jean Eagleham

MORE BID

GE Capital could help Deaux

GE Capital, the financial services arm of General Electric of the US, could play a key role in the prospects of Deaux, the outdoor advertising company bidding for More Group of the UK.

Shares in More rose 20p to £11.85 yesterday as analysts predicted that Clear Channel of the US, which originally offered \$446m for More, would return with a new offer above Deaux's £11.10 a share bid.

Jean-François Deaux, chairman and chief executive of the family-controlled French group, said it was "no secret" that GE Capital would be interested in buying the 20 per cent stake that Compagnie Générale des Eaux currently holds in Deaux. Mr Deaux confirmed that "Compagnie Générale des Eaux wants to exit". Andrew Edgcumbe-Johnson

ELECTRONICS

Court date for Astec holders

The preliminary High Court hearing of claims by institutional shareholders in Astec (BSR) against the electronics group's majority US shareholder, Emerson Electric, has been put back to next Monday.

A group of 20 shareholders, including Electra, Fleming and Norwich Union, have filed a petition accusing the American group of behaviour prejudicial to other shareholders. Emerson, in turn, has said the action is "entirely without merit" and is seeking to have the court proceedings struck out.

The hearing had been scheduled for yesterday, but the two parties will instead hear on Monday whether the High Court allows the petition to proceed. A full day has been set aside for the hearing.

Brian Christopher, the independent chairman, and three other independent directors who were voted off the board by Emerson have supplied detailed sworn statements about Emerson's role in running Astec over the past year. "It seems that Emerson has had a heavy influence," Mr Ross said.

He added that, regardless of the outcome of the court case, investors remained concerned about corporate governance at the company, which now has a board dominated by non-executive directors. Andrew Edgcumbe-Johnson

LEISURE

Virgin Cinemas eyes US and Japan

Richard Branson's Virgin group plans to invest up to \$60m over the next three years on extending its UK cinema chain into the US and Japan. Simon Burke, chief executive of Virgin Entertainment, said the company had assessed the potential for introducing Virgin Cinemas to other countries, and had chosen the US and Japan as the most promising locations.

Virgin is searching for suitable sites in those countries and intends to begin its expansion by constructing six multiplexes in each, before developing larger chains. Alice Rawsthorn

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RESULTS

	Turnover (£m)	Pre-tax profit (£m)	EPS (p)	Current payment (p)	Date of payment	Dividends corresponding dividend	Total for year	Total net for year
Ask Central ♦	Yr to Dec 28	12.8	(6.37)	2.01	(0.703)	8.87	(4.2)	0.5
Brands Hatch	Yr to Dec 31	15	(14.3)	3.55	(2.11)	11.17	(10.9)	3.7
BW	6 mths to Jan 31	41.4	(42.8)	3.03	(3.31)	4.8	(4.8)	2.5
Carillion Waters ♦	Yr to Dec 31	0.41	(0.265)	0.1289	(0.106)	2.4	(1.8)	0.9
Castrol & Agency	8 mths to Jan 31	2.773	(2.92)	1.149	(1.049)	16.53	(16.14)	9
Hay (Marine)	Yr to Dec 31	22.3	(22.6)	1.71	(1.6389)	7.8	(7.4)	1
Hawthorn Steward	Yr to Jan 31	226.3	(226.6)	1.459	(1.346)	22.93	(22.6)	2.5
Johnston Group	Yr to Dec 31	150.8	(151.1)	4.459	(5.65)	22.93	(22.6)	3.2
Laid	Yr to Dec 31	1,058	(922.6)	67.1	(66.8)	36.2	(33.4)	7.5
Metablock Int'l	Yr to Oct 31 ♦	54.4	(75)	1.029	(0.2421)	0.4	(0.5)	0.1
Pepite	Yr to Dec 31	2.8	(0.153)	6.49	(4.58)	18.11	(13.5)	—
Ramco Energy ♦	Yr to Dec 31	6.1	(8.2)	0.481	(0.973)	3.49	(2.78)	0.1
Rapid Technology ♦	6 mths to Dec 31	0.15	(—)	0.571	(—)	3.64	(—)	0.1
Senior Eng	Yr to Dec 31	478.3	(574.8)	43.1	(27.4)	10.48	(1.28)	2.84
Seacell	Yr to Dec 31	8.47	(—)	3.14	(—)	5.5	(—)	—
Tracker Network ♦	Yr to Dec 31	13.6	(10.4)	1.64	(0.21)	28.3	(4)	5
Trusted Park Estates	6 mths to Dec 31	7.78	(5.94)	2.17	(2.98)	3.16	(2.98)	1.25
Yorkdale	Yr to Jan 31	22.3	(22.2)	0.96	(1.81)	6.2	(10.7)	2.35

Earnings shown basic. Dividends shown in brackets are for corresponding period. ♦In stock. ♦Pro forma. ♦Foreign income dividend. □Gross income. ♦♦exceptional charge. ♦After exceptional credit. ♦On increased capital. ♠Corporates for one month.

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MANAGEMENT THE KOREAN CHAEBOL

The courage to dream

Despite their recent troubles the future potential of the chaebol should not be under-estimated, write **Sumantra Ghoshal** and **Donald Sull**

Throughout the recent **AS** turmoil in Asia one group of companies has attracted nearly universal criticism - the Korean *chaebol*, or large, family-run conglomerates.

Western critics accuse the *chaebol* of sacrificing earnings and strategic focus in their relentless pursuit of sales growth. The *chaebol*'s recent troubles are cited as conclusive proof that the Asian model has failed, and vindication of the Anglo-American model stressing strategic focus and strict adherence to shareholders' interests.

While reassuring for western managers, this interpretation ignores the historical dynamism of the *chaebol* and seriously under-estimates their future potential.

The *chaebol*'s troubles in the past year should not obscure their remarkable performance in the past decade. The chart, produced by a large European electronics company, plots the performance of several of the world's most-admired companies from the mid-1980s through the mid-1990s. The vertical axis measures internal funds from operations - a more insightful measure of financial performance than accounting profits.

The chart demonstrates that Samsung outperformed every company but General Electric in terms of cash flows generated from operations.

More astounding, however, is Samsung's record of revenue growth, here plotted on the horizontal axis. While Samsung generated cash flows comparable to GE, the company increased revenues by 25 per cent on average per year against GE's modest 4 per cent average sales growth. This gap in growth rates adds up quickly. Philips, for example, had revenues of \$21bn (£13bn) in 1983 compared with Samsung's figure of \$6bn. By 1996 Samsung's revenues of \$70bn were twice Philips'.

Undoubtedly some of the *chaebol*'s astounding performance can be attributed to government support, cheap capital and protected domestic markets. While few companies in the US or Europe enjoyed the same level of government support, western companies did possess overwhelming advantages.

Advances in technology, economies of scale and scope, dominant brands and worldwide sales and marketing networks. Despite their advantages, western companies presided over a steady decline in their global market share in important industries.

Ambitious corporate goals, rather than government support, fuel the *chaebol*'s growth. In their sheer audacity these ambitions transcend the incremental sales goals found in most companies and achieve the status of corporate dreams. These dreams force managers fundamentally to rethink their strategy and to take significant risks, since these ambitious goals are unattainable through incremental improvement in the status quo.

In the early 1980s Samsung's founder Byung-Chul Lee dreamt of achieving global leadership in consumer electronics. To achieve his dream it would be necessary to build and leverage competency in semiconductors - the technical core of electronic products - and Mr Lee decided to produce chips. Samsung entered the memory chip market at a time when American producers, including technical pioneer Intel, were abandoning the industry en masse. Business pundits derided Mr Lee's "megalomania". In 1996, however, Samsung's semiconductor business contributed \$300m per month in positive cash flows. Samsung plans to invest \$5bn

to enter the automotive industry, and aspires to be one of the world's top 10 automakers by 2010. Chairman Mr Lee explains that entering the automotive industry is necessary to maintain leadership in electronics, since electronic parts contribute 90 per cent of a car's value and that proportion is expected to increase to 50 per cent by 2010. Again western pundits are crying competitive suicide.

Ambitious dreams drive other *chaebol* as well. At the London Business School we teach a case on the LG Group's "Leap 2005"

Many western managers now preside over companies with low costs but no growth

initiative to increase its revenues from Won40,000bn (US\$16bn) in 1995 to Won400,000bn by 2005. Scepticism yields to grudging respect and then excitement, however, as students discuss LG's aggressive entry into China and India, its investment to develop cutting-edge technology and to build a global brand, and its commitment to attracting, selecting and retaining the best people from around the world. By the end of the class many students still doubt that LG will achieve its precise revenue goals, but they begin to grasp how a company

driven by the courage to dream and a passion for growth can achieve the seemingly impossible.

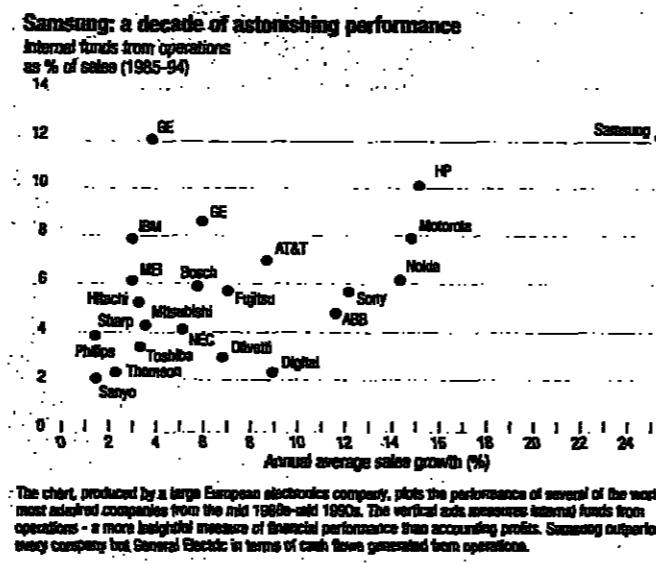
There is no question that the *chaebol* must impose more discipline: they must adjust their capital structure, prune some businesses from their portfolio, and perhaps even let go of some employees. The challenge they face is to rein-in organisations whose entrepreneurial passion has driven double-digit growth for decades. Most western companies, by contrast, now face the more daunting challenge of reigniting entrepreneurship in conservative bureaucracies. After years of re-engineering, redundancies, and refocusing, many western managers now preside over companies with low costs but no growth. Cutting costs was painful, but managers find it an order of magnitude more difficult to stimulate growth.

An LG manager once recounted how, as a young recruit to the company, he would pick up the visiting purchasing agent from Zenith, then a leading consumer electronics company and one of LG's largest customers. As was the custom, the LG manager would carry the bags of the visiting purchasing agent to his hotel room. Twenty years later, after successive chief executives repeatedly downsized and re-engineered the company, Zenith was acquired by LG. When the LG manager - now the head of LG Electronics in the US - first visited Zenith's headquarters he met the same purchasing manager whose bags he had carried 20 years earlier. This time it was the Zenith manager who rose to greet him.

The LG manager used the tale to illustrate how a management approach focused solely on efficiency can destroy a company as strong as Zenith once was.

The *chaebol* can learn much from the Anglo-American management model, but would err by adopting it wholesale. European and American managers risk a graver error by ignoring the way in which the *chaebol* have harnessed the power of dreams to drive growth.

Sumantra Ghoshal is the Robert P. Bauman professor of strategic leadership at London Business School. **Donald Sull** is assistant professor of strategic and international management and Andersen Consulting fellow at LBS.



The chart, produced by a large European electronics company, plots the performance of several of the world's most-admired companies from the mid-1980s through the mid-1990s. The vertical axis measures internal funds from operations - a more insightful measure of financial performance than accounting profits. Samsung outperformed every company but General Electric in terms of cash flows generated from operations.

HEALTH STRESS AND ILLNESS

Keeping the body in mind

The effect of mental pressure on the immune system is becoming better understood, says **Vanessa Houlder**

Scan stress really make you ill? Many people - particularly champions of alternative medicine believe psychological pressures play a role in everything from colds to cancer. But doctors are often sceptical about these claims.

There is, however, a growing consensus that the mind can affect the immune system. During the past decade, a new field of biology known as psychoneuroimmunology has been established to study this interaction.

So far, the research has raised nearly as many questions as it has answered. How does stress damage the immune system? Does it impair the immune system enough to trigger or aggra-

vate medical conditions? What sort and duration of stress does the damage? How does it depend on health, age and personality?

Some striking evidence has come from US researchers who studied people suffering from the chronic stress of caring for a spouse with progressive dementia. The scientists found that their wounds took longer to heal and their immune response to a 'flu vaccination was well below normal.

Professor Ronald Glaser, of Ohio State University Medical Center, who conducted the research, believes emotional distress may possibly affect some people's vulnerability to cancer. Yet he suspects the impact of

stress is most important for individuals whose immune function is already impaired such as older individuals and AIDS patients.

A 1991 study showed a link between stress and the risk of developing a cold. The research, by Sheldon Cohen, a psychologist at Carnegie Mellon University, was followed up in a study he published last year. This found that the increased susceptibility to colds was limited to people who experienced episodes of stress lasting more than a month.

Why might long-term stress be more damaging to the immune system than acute stress? Long-term stress appears to suppress the immune system, while short-term stress seems to turn it up, according to the researchers at the psychophysiology and stress research group at the University of Westminster in London.

They found that acute short-term stress from tasks such as public speaking, mental arithmetic or even negative emotions, actually increases the number of immune cells that kill damaged or infected cells. Long-term chronic stress seemed to have the opposite effect.

However, repeated bouts of short-term stress also seem to be damaging. A Finnish study published last December measured the blood pressure of men as they underwent a memory and mental skills test. Those whose blood pressure rose the most were found to have blockages in their arteries, suggesting they were at higher risk of heart disease and stroke. One possible explanation is that frequent and prolonged raising of blood pressure damages the lining of the blood vessels.

The link between mental stress and heart disease provides some support for the long-standing idea that high-powered jobs can damage individuals' health. But the idea that top managers are particularly at risk has given way to a belief that people lower down the hierarchy suffer the most risk of ill health.

Support for this theory is provided in a study of civil servants by the International Centre for Health and

Society at University College London. Researchers found workers were under the most stress in jobs where they had the least control over conditions and tasks.

Social status may also influence susceptibility to disease, suggests Eric Brunner, an epidemiologist at University College London. He believes stress is one of the factors that explains the health gap between rich and poor.

This whole topic is made more complicated by the different ways personality types react to stress. For many years, it was thought that individuals classed as "type A" - impatient, competitive and aggressive - were at high risk of heart disease.

But this idea has given way to an emphasis on the risks of "hostile" behaviour. People who indulge in verbal insults or punching have a heightened risk of coronary heart disease, according to a recent report in the British Medical Journal.

Another recent study has highlighted the risks suffered by people who are negative, insecure and distressed. People with this "type D" personality are four times more likely to suffer a second heart attack than others, according to a recent report in the American Heart Association.

For many, the practical value of this research is unclear. It is hard to change your personality. It is hard to change your position in society or within an organisation. The type of problems that create profound, protracted periods of stress - such as bereavement, divorce or caring for a relative with Alzheimer's disease - are hard to mitigate.

Nonetheless, reducing some of the ill effects of stress may be within an individual's control. For example, vigorous exercise appears to stimulate the production of opioids by the body that seems to block the release of stress hormones.

Another option is embracing the plethora of stress reduction techniques on offer. For those who believe in them, there is little doubt of their value in alleviating stress. If the mind can harm the body, it can also help protect it.

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INTERNATIONAL CAPITAL MARKETS

European sector plays catch-up

GOVERNMENT BONDS

By Vincent Soland in London and John Labate in New York

European markets ended higher yesterday, playing catch-up with an overnight rally in US Treasuries and boosted by heavy falls in Japanese share prices after another gloomy report on the economy and the collapse of a finance company.

The rise was spread across all markets, but UK Gilts stole the limelight with a surge in late trading that dealers said was primarily technical.

Gilts had been given an early boost from a Confederation of British Industry survey showing that the pace of retail spending, about which traders have recently been concerned, was slowing.

The June future settled 1% higher at 108.8% with more than 100,000 contracts traded on Liffe, after earlier hitting a new contract high of 108.8.

In the cash market 10-year gilts substantially outperformed bonds as the yield spread fell 102 points from 107 points.

Analysts said the tone of trading was quietly bullish, with gilts a beneficiary of a big sell-off in Japanese equity markets. However, a shortage of market-moving data in the next few days could limit the immediate upside.

"There isn't a great deal on the calendar in the UK between now and Easter, so the market can't run away very far," said Kit Juckes at NatWest Markets.

GERMAN BONDS were higher but more sluggish.

The June future settled ahead of the release of today's US jobs data. But the underlying tone was positive after the Bundesbank left interest rates alone and the constitutional court dismissed the last serious challenge anywhere in Europe to the arrival of the single currency.

Futures traded in a 30-point range to close near the top, with the June future settling in London at 107.43, up 0.30, after a high of 107.55.

Trading activity fell, however, with 330,000 contracts exchanged on the DTB, well down on Wednesday's levels.

Other European markets also firmed. FRENCH BONDS continued their recent good performance with another jump, easily absorbing an auction of FFR21.5bn of OATs across the yield curve. The notional

June future settled 0.28 higher in Paris at 103.84, although Matif volumes remain relatively light.

SPANISH BONOS finally threw off the pessimistic tone of sessions earlier in the week, caused by disappointment over the pace of interest rate cuts, to notch a decent rise. Analysts said the stamp of the past few days had brought some buyers out, although activity in the cash market was thin.

The June future settled 0.29 higher at 103.12, with 63,000 contracts traded.

US TREASURIES were mixed ahead of the March employment report. It is unlikely to contain any surprises, but the most closely-watched component should be wage rise trends, the main element that would worry the Federal Reserve.

EUROBOND TOTAL ISSUANCE RISES 45% TO RECORD LEVELS

Volume tops \$300bn in first quarter

By Samer Iskander

INTERNATIONAL BOND ISSUES BY CURRENCY

Rank	Currency issued (\$bn)	No. of issues	1997 ^a rank	Total \$bn issued	No. of issues	
1	US\$	138.30	345	1	87.07	417
2	D-Mark	51.48	146	2	50.27	125
3	Sterling	28.54	117	3	26.75	100
4	Euro	21.44	32	6	4.80	17
5	FFr	13.27	59	5	11.92	36
6	Lira	13.12	84	6	6.64	23
7	Sw.	8.55	39	7	8.84	78
8	Guilder	7.07	28	9	4.14	29
9	Yen	5.78	95	4	12.33	288
10	Rand	1.94	40	14	1.94	22

^a First quarter

Source: Capital Data Resources

The Ecu — the basket of European currencies due to be replaced next January by the single currency, the euro — more than trebled its market share of issuance, from 2.3 per cent to 7.1 per cent, overtaking the French franc, Italian lira, Swiss franc and yen.

The dollar had the lion's share once more, accounting for 45.6 per cent of issuance, up from 41.7 per cent.

Dollar issuance was boosted by the large number of multi-billion dollar so-called "jumbo" issues.

While the total amount raised in the sector rose by nearly 50 per cent, surprisingly, the number of launches declined to 345, from 417. As a result, the average amount of dollar-denominated deals was \$400m, almost double last year's \$200m.

Jumbo deals are becoming increasingly popular among regular borrowers. Treasury claim large benchmark issues reduce funding costs because investors will accept to receive lower yields in exchange for liquidity — the ability to trade large amounts quickly and cheaply.

Large issues also reduce costs, such as commissions and fees, as well as simplifying legal and procedural formalities.

The D-Mark confirmed its second place, its market share rising from 14.5 per cent to 17 per cent. While sterling issuance rose more than 10 per cent to \$29.5bn equivalent, its market share dropped from 12.8 per cent to 8.7 per cent.

Paribas, the French bank, benefited from the revival in the Ecu/euro market, rising four notches to eighth.

The rate of growth in bond issuance slowed considerably last year, according to the International Securities Market Association.

The sale of eurobonds and international bonds grew by 8 per cent to \$772m, compared with a 55 per cent increase in 1996. However, secondary market turnover reported by Cedel and Euroclear, the clearing banks, increased by 17 per cent to \$52.845bn, reflecting the level of volatility after the Asian crisis spread through Western markets.

In its latest annual report, ISMA attributed growth to the supportive inflationary environment, strong US dollar and the desire of companies to lock in borrowings at historically attractive interest rates.

US dollar issuance increased \$54bn, or 16 per cent, to \$391bn. There was also a substantial increase in sterling issues, as bond yields fell and the currency benefited from its safe haven status in the build-up to European monetary union. Sterling issuance increased by 31 per cent to \$67bn.

Securitisation by Aurora Funding

INTERNATIONAL BONDS

By Samer Iskander

Primary activity in the dollar sector abated slightly yesterday to give investors time to digest the recent flood of new issues.

The largest transaction was AURORA FUNDING, a sterling-denominated securitisation of loans by the London branch of Japan's Sumitomo Bank to UK companies.

The six-tranche deal was structured to isolate the bonds' credit rating from that of Sumitomo. As a result, the most senior tranches were rated triple-A by both Moody's and Standard & Poor's. Most of the risk was shifted to the C and D tranches, which carry low investment grade and speculative ratings respectively.

WORLD BOND PRICES

BENCHMARK GOVERNMENT BONDS

Ref.	Date	Coupon	Ref.	Date	Coupon	Ref.	Date	Coupon	Ref.	Date	Coupon	Ref.	Date	Coupon
Australia	04/09	7.00%	103.8800	4.95%	-	-	0.34	-1.05	-	-	-	-	-	-
05/07	10.00%	121.1741	5.57%	-0.01	-0.10	-0.45	-1.45	-	-	-	-	-	-	-
Austria	07/09	7.00%	103.8700	4.10%	-0.02	-0.05	-0.05	-0.05	-	-	-	-	-	-
07/07	5.85%	103.8200	4.98%	-0.03	-0.04	-0.05	-0.51	-	-	-	-	-	-	-
Belgium	01/07	4.00%	92.7700	4.13%	-	-0.02	-0.05	-0.05	-	-	-	-	-	-
02/07	6.25%	103.8000	4.98%	-0.04	-0.05	-0.05	-0.12	-	-	-	-	-	-	-
Canada	04/09	4.75%	98.0100	4.00%	-0.01	-0.04	-0.05	-0.05	-	-	-	-	-	-
05/07	4.75%	98.0100	4.25%	-0.02	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
Denmark	04/09	6.00%	103.8100	4.33%	-0.02	-0.05	-0.05	-0.05	-	-	-	-	-	-
05/07	6.00%	103.8200	5.13%	-0.01	-0.02	-0.12	-0.12	-	-	-	-	-	-	-
Finland	01/09	11.00%	103.8200	3.78%	-0.01	-0.05	-0.05	-0.05	-	-	-	-	-	-
02/07	7.00%	103.8200	4.07%	-0.01	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
France	01/09	4.00%	98.0200	4.00%	-0.01	-0.05	-0.05	-0.05	-	-	-	-	-	-
02/07	4.75%	103.8200	4.25%	-0.02	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
Germany	01/09	6.00%	103.8200	3.98%	-0.04	-0.05	-0.05	-0.05	-	-	-	-	-	-
02/07	6.00%	103.8200	4.72%	-0.04	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
Ireland	04/09	6.25%	101.3800	4.79%	-0.03	-0.05	-0.05	-0.05	-	-	-	-	-	-
05/07	6.00%	101.3800	5.05%	-0.03	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
Italy	05/00	6.00%	102.9200	4.72%	-0.04	-0.05	-0.05	-0.05	-	-	-	-	-	-
06/07	0.25%	102.9200	4.72%	-0.04	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
Japan	03/00	11.70%	98.0200	4.02%	-0.01	-0.05	-0.05	-0.05	-	-	-	-	-	-
04/09	4.00%	103.8200	4.75%	-0.02	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
05/07	6.00%	103.8200	4.89%	-0.03	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
Netherlands	01/09	7.00%	103.8200	4.75%	-0.02	-0.05	-0.05	-0.05	-	-	-	-	-	-
02/07	7.00%	103.8200	4.88%	-0.03	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
New Zealand	02/07	7.00%	97.9123	7.81%	-0.02	-0.05	-0.05	-0.05	-	-	-	-	-	-
03/00	6.00%	105.7555	6.93%	-0.02	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
Norway	01/09	9.00%	103.8200	4.27%	-0.02	-0.05	-0.05	-0.05	-	-	-	-	-	-
02/07	8.75%	110.9510	5.24%	-0.01	-0.05	-0.05	-0.05	-	-	-	-	-	-	-
Portugal	03/09	6.00%	104.0714	4.14%	-0.02	-0.05	-0.05	-0.05	-	-	-	-	-	-
02/07	6.00%	111.2451	5.01%	-0.01	-0.0									

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CURRENCIES & MONEY

Japan's disastrous tankan dents yen

MARKETS REPORT

By Simon Kuper

The yen dropped yesterday after the *tankan* survey of Japanese industry emerged even worse than expected. But the market remained reluctant to push the dollar much higher for fear that the Bank of Japan might intervene. Tokyo officials had threatened with intervention on Wednesday.

The bank's *tankan* showed that the diffusion index for large manufacturers, a crucial gauge of business sentiment, sank from -11 in December to -31 in March. It was the lowest reading since September 1994, and worse than expected.

Traders recalled that immediately after the weak December 1997 *tankan*, Japan had announced cuts in income tax and the central bank had sold dollars in the market. Fear of similar belligerence kept the dollar

below Y124.40, its high for this cycle. But Tim Moloney, strategist at Deutsche Morgan Grenfell in Sydney, noted that apart from December 1997, the dollar has always risen against the yen in the week after a disappointing *tankan*.

Yesterday the dollar gained only Y0.3 against the yen to close in London at Y123.5.

The *tankan* dragged down the Australian dollar and several other Asian currencies, on fears that their economies would suffer from the weakening in Japan.

The pound fell after a Confederation of British Industry survey showed growth in retail sales slowing in March to its weakest pace since September 1995. This seemed

to lessen the chance of the Bank of England's monetary policy committee raising base rates next week. Short sterling futures contracts rose, with the December 2000 contract up 7 basis points to price in base rates below 6.25 per cent.

The pound dropped 1.4 pence against the D-Mark to DM8.085. The dollar was barely changed at DM1.849.

The Treasury and the Bank of England appear to have hit on a plan to weaken sterling. But when they tried it yesterday, it did not work.

The government wants a weaker pound, but seems to have decided against tightening fiscal policy, cutting interest rates or intervening in the market to achieve it. So yesterday Gordon Brown, UK chancellor, and Eddie George, governor of the Bank of England, used intellectual argument instead.

Eddy George said sterling was strong because the market mistakenly thought the future euro might be weak. Mr Brown said that the market had not fully appreciated the strength of the future euro. But investors appeared to ignore them both.

Jeremy Hawkins, chief economist at Bank of America in London, said: "I think there's some deliberate ploy going on here, but there's about as much chance of it

working as there is of Alder shot winning the FA Cup."

■ Sterling, the Polish zloty, the Greek drachma and the Czech koruna are all stronger than most economists think they should be. Aviash Persaud, global head of foreign exchange research at J.P. Morgan in London, has an all-encompassing theory to explain why that is.

He says the market's appetite for risk is very high at the moment: 0.9 out of a maximum reading of 1 on his scale. Risk appetite was as low as 0.8 in early February.

The hunger for risk has grown because yields in

most of the major economies are low, exchange rates are fairly quiet, and there has been no recent economic shock. With none of the world's Big Three central banks apparently planning a rate move, and the dollar as high as it is, the Bank of Japan will let it go, little change seems likely.

Investors are therefore

searching for high interest rates. With UK yields at 7.25 per cent, Czech rates at 15 per cent and Polish rates around 24 per cent, the pound, zloty and koruna become irresistible, even though all three currencies are already too strong for domestic manufacturing.

They may be overvalued, says Mr Persaud, but in the short term they will become even more so.

■ The Reserve Bank of India yesterday cut its bank rate by 50 basis points to 10.0 per cent, and its repo rate by 100 basis points to 7.0 per cent.

IN POUNDS IN NEW YORK

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COPPER TWO-YEAR STRUGGLE IN DISARRAY

ZCCM sale negotiations break down

By Kenneth Gooding,
Mining Correspondent

Zambia's two-year struggle to revitalise its ailing copper industry seemed to be in complete disarray yesterday after the collapse of negotiations for the sale of Zambia Consolidated Copper Mines' two biggest divisions.

The divisions, Nkana and Nchanga, account for two-thirds of ZCCM's output. In turn, ZCCM is responsible for 90 per cent of Zambia's foreign earnings and 25 per cent of its gross domestic product as well as being its biggest employer.

For more than a year, the government had been negotiating the sale with the Kafue consortium, which includes Avmin of South Africa, the Commonwealth Development Corporation (the UK development finance institution), Noranda of Canada and Phelps Dodge of the US. The breaking point appeared to be the price the consortium was willing to pay in view of current copper prices, which have dropped 30 per cent in the past nine months.

Francis Kaunda, head of ZCCM's negotiating team, said: "Although the breakdown of the negotiations was a major disappointment, the negotiating team has a duty to realise value for the assets." He said other companies had shown interest in the divisions and "we will soon open negotiations".

Analysts suggested ZCCM had little room for manoeuvre, however. Its total debt is estimated at \$800m, of which about \$200m is short-term debt to suppliers.

"The government is in no position to bargain," one analyst insisted. "It has not been spending money on the

mines because it believed they would be privatised soon and the assets have been deteriorating. The valuation of the assets is changing rapidly, it is like trying to catch a falling knife to value them. Also, although these are reasonable ore bodies, they are underground, not on surface."

No official value has been put on Nkana and Nchanga but analysts speculated Kafue was willing to pay \$250m and give commitment to invest heavily to double annual output from 172,000 tonnes of copper.

Zambia's copper output has fallen from 720,000 tonnes in 1989 to little more than 300,000 tonnes.

The government was relying on Kafue to help reverse the trend. It has also run into difficulty with the Konkola project.

Falconbridge of Canada pulled out of that project a week ago, mentioning lower copper prices. It was the third company to quit the Konkola venture but the remaining part, Zambia Copper Investments, a subsidiary of Anglo American Corporation of South Africa, said it would press on to complete a feasibility study.

In January, Ivanhoe Capital of Canada withdrew its bid for the Chibumbi mine, citing the Asian economic crisis which had put pressure on commodity prices.

However, the government has sold the Chibumbi mine to a consortium led by Metorex, a small South African company, while the Binjari Group of India bought ZCCM's Luanshya/Baluba mining complex and ZCCM's power division was sold to a consortium including National Grid and Midlands Power of the UK.

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Price from Associated Metal Trading)

■ ALUMINIUM, 99.5% (per tonne)

Close 1305.5-81.5 1407.8 Previous 1303.5-4.5 1400.5-15 High/low 1400.5-15 1400.5-15 AM Official 1380.81 1406.5-7.0 Kafue close 1414.15 Total daily turnover 232,978 Total daily turnover 114,553

Costs

Close

Previous

High/low

AM Official

Kafue close

Open

Total

Total daily turnover

292,978

Total daily turnover

923

■ LEAD (5 per tonne)

Close

Previous

High/low

AM Official

Kafue close

Open

Total

Total daily turnover

13,251

■ ALUMINUM ALLOY (5 per tonne)

Close

Previous

High/low

AM Official

Kafue close

Open

Total

Total daily turnover

5,388

Total daily turnover

75,802

■ LEAD (5 per tonne)

Close

Previous

High/low

AM Official

Kafue close

Open

Total

Total daily turnover

17,877

Total daily turnover

6,323

■ LEAD, special high grade (5 per tonne)

Close

Previous

High/low

AM Official

Kafue close

Open

Total

Total daily turnover

10,991.5-6.5 1114.15

10,686.5

1773.173

AM Official

1678.8-5

1107.2

Kafue close

Open

Total

7,730

Total daily turnover

163,740

Total daily turnover

75,802

■ LEAD, C grade A (5 per tonne)

Close

Previous

High/low

AM Official

Kafue close

Open

Total

Total daily turnover

10,991.5-6.5 1114.15

10,686.5

1773.173

AM Official

1678.8-5

1107.2

Kafue close

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AM Official

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1107.2

Kafue close

Open

Total

Offshore Funds and insurances

• FT Cheltenham Trust Policies are available over the Internet. Call the FT Cheltenham Help Desk on (404) 771-0500 for more details.

FT MANAGED FUNDS SERVICE

FT MANAGED FUNDS SERVICE

• FT Cylone Unit Trust Prices are available over the telephone. Call the FT Cylone Help Desk on (+44 171) 873 4578 for more details.

Offshore Insurances and Other Funds

LONDON SHARE SERVICE

WORLD STOCK MARKETS

Highs & Lows shown on a 52 week basis

WORLD STOCK MARKETS																																																											
EUROPE		ASIA/PACIFIC							AMERICA							GLOBAL							NETHERLANDS (Apr 2 / Nl)		NETHERLANDS (Apr 2 / Pkr)																																		
AUSTRALIA (Apr 2 / Sch)		CHINA (Apr 2 / Cny)							CANADA (Apr 2 / Cdn)							NETHERLANDS (Apr 2 / Nl)							NETHERLANDS (Apr 2 / Pkr)		NETHERLANDS (Apr 2 / Pkr)																																		
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	416.50	-1.70	423	230	20	1.9	30.35	Wartsa	305	+3.30	20	241	3.0	13.3	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	HONG KONG (Apr 2 / HK\$)	346324								
ASX:ASX	100.10	+10	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35	Mo Co	457.00	-2	655	325	1.6	44.2	DenTel	36.15	-35	30.75	21.20	0.0	42.25	DenTel	7831
ASX:ASX	100.10	-2.90	400	181	13	6.1	Costco	415.50	-2.40	410	210	19	2.4	22.1	Wartsa	304	-10	30.35	192.10	97.20	1.1	22.4	Reflex	224.80	+30	22.50	101.40	1.6	93.7	ASPA	188	-2.50	174.50	98.40	1.1	27.1	Shen	1,220.00	-40	1,110	1,240	0.0	38.35</																

FT/S&P ACTUARIES WORLD INDICES

The FT/SSP Actuaries World Indices are owned by FTSE International Limited, Goldmark, Sacha & Co. and Standard & Poor's. The indices are compiled by FTSE International and Standard & Poor's in conjunction with the Institute of Actuaries and the Institute of Actuaries, National Securities Ltd. was a co-founder of the indices.

Emerging markets

• IFC investable indices

The FTSE Actuaries World Indices are owned by FTSE International Limited, Goldman, Sachs & Co. and Standard & Poor's. The indices are compiled by FTSE International and Standard & Poor's in conjunction with the IFC investable indices																		
NATIONAL AND REGIONAL MARKETS		WEDNESDAY APRIL 1 1998																
Indices in parentheses show number of firms in stock		US	Day's	Pound	Swiss	Yen	DM	Local	Local	Gross	US	Day's	Pound	Swiss	Yen	DM	Local	DOLLAR INDEX
Stock	Index	Change	%	Sterling	Index	Index	Index	on day	Yield	Index	Index	Change	%	Index	Index	Index	Apr 1	Day's
																	Chg	Chg
Australia (73)	211.98	0.0	187.56	178.46	203.85	213.31	0.3	3.65	212.02	187.72	178.72	203.85	212.65	243.87	190.26	215.14	2.15	-0.06
Austria (23)	218.83	0.8	193.82	194.25	210.44	210.28	0.7	1.55	217.48	192.54	183.31	209.09	208.93	221.21	175.14	183.78	2.15	-0.06
Austria (26)	207.25	0.7	271.66	255.70	295.46	289.07	0.7	2.44	305.26	270.28	257.32	233.50	287.20	316.38	227.73	234.29	2.15	-0.06
Austria (30)	260.53	-0.4	230.52	218.36	250.54	245.31	-0.4	1.77	261.82	231.84	220.54	251.54	247.59	322.44	184.94	232.35	2.15	-0.06
Austria (120)	243.43	-0.2	215.38	204.96	234.09	249.83	-0.5	1.51	243.88	215.93	205.58	234.46	251.15	247.29	178.27	188.47	2.15	-0.06
Denmark (34)	512.02	0.5	453.04	431.11	492.37	490.93	0.5	1.23	500.68	451.27	429.64	480.05	488.70	513.41	348.27	366.22	2.15	-0.06
Denmark (59)	371.29	1.2	328.51	312.81	357.04	437.46	1.2	2.06	367.04	324.98	309.40	352.90	432.34	376.27	243.25	252.82	2.15	-0.06
Finland (38)	266.18	0.7	262.04	249.35	284.79	287.82	0.1	2.00	255.74	261.85	249.29	284.35	267.43	296.16	208.81	220.55	2.15	-0.06
Finland (59)	271.03	1.0	239.81	228.20	260.83	260.83	1.9	1.25	268.32	237.57	228.18	257.98	271.10	193.39	200.12	210.56	2.15	-0.06
Finland (107)	347.14	-1.4	307.15	292.28	333.82	345.35	-1.4	4.94	352.21	311.85	296.90	338.84	350.07	580.03	262.93	440.31	2.15	-0.06
Kingdom, China (65)	55.88	-4.3	49.43	47.04	53.72	59.73	-4.9	2.28	58.38	51.89	49.22	58.14	309.81	254.90	27.87	229.50	2.15	-0.06
Indonesia (27)	518.43	1.7	450.59	437.34	499.50	538.45	1.7	1.84	510.74	452.21	430.53	491.05	529.59	525.09	322.44	324.22	2.15	-0.06
Indonesia (16)	167.60	2.5	148.29	141.11	161.17	228.25	2.8	1.08	163.43	144.70	137.76	157.13	222.49	167.80	84.48	84.48	2.15	-0.06
Italy (54)	96.32	-1.4	85.23	81.10	92.53	81.10	-1.5	0.96	97.71	88.51	82.37	93.95	82.37	141.12	88.52	113.30	2.15	-0.06
Italy (400)	208.77	-3.7	184.72	175.78	200.76	207.09	-2.3	2.22	216.88	192.01	182.80	204.02	601.74	113.58	801.74	801.74	2.15	-0.06
Malaysia (107)	1881.82	-0.1	1470.21	1398.04	1597.57	1545.55	-0.4	1.47	1686.73	1473.05	1402.44	1589.64	1594.93	1901.98	1328.20	1328.20	2.15	-0.06
Malta (20)	461.17	2.0	425.74	405.13	462.71	457.74	1.9	2.06	471.90	417.82	397.79	453.72	449.01	484.91	330.32	338.44	2.15	-0.06
Netherlands (19)	274.78	2.2	66.16	62.96	71.91	72.00	2.5	4.54	73.14	64.76	61.56	70.33	70.25	96.47	71.49	84.04	2.15	-0.06
New Zealand (14)	237.53	0.2	289.90	275.77	314.97	339.87	0.5	1.84	326.56	289.49	275.61	314.36	338.55	374.64	281.62	298.08	2.15	-0.06
New Zealand (38)	100.19	-2.5	88.65	84.35	96.34	191.35	-1.4	1.07	102.73	90.95	86.59	98.77	194.03	184.21	57.54	193.91	2.15	-0.06
Philippines (23)	327.53	-0.4	289.00	275.77	314.97	339.87	0.5	1.84	326.56	289.49	275.61	314.36	338.55	374.64	281.62	298.08	2.15	-0.06
Philippines (22)	224.12	-2.8	198.30	188.70	215.52	167.40	-2.4	1.85	230.48	204.06	194.28	221.80	171.53	402.07	144.01	386.82	2.15	-0.06
Portugal (43)	309.49	1.7	273.83	260.58	297.61	341.20	1.8	2.57	304.25	268.28	256.46	322.52	339.05	385.52	227.66	352.86	2.15	-0.06
Portugal (54)	377.12	1.4	333.68	317.52	362.55	448.50	1.4	1.61	371.97	329.94	313.55	357.64	442.46	380.44	210.35	212.04	2.15	-0.06
Portugal (52)	558.35	0.4	494.03	470.11	536.93	602.45	0.7	1.76	558.14	492.41	488.80	534.72	658.19	571.99	405.00	423.19	2.15	-0.06
Sweden (49)	394.45	0.1	349.02	332.12	378.32	374.18	0.5	1.03	393.92	348.78	332.06	378.75	372.31	398.18	252.68	254.18	2.15	-0.06
Switzerland (31)	28.61	-3.4	25.32	24.00	27.52	44.03	-2.4	6.82	29.62	25.23	24.97	28.48	45.13	84.87	13.10	79.20	2.15	-0.06
United Kingdom (209)	394.25	1.4	348.83	331.95	379.12	348.83	1.3	2.81	389.91	344.34	327.84	373.93	344.34	394.25	273.44	279.53	2.15	-0.06
United Kingdom (509)	452.60	0.6	400.46	381.07	435.23	452.60	0.6	1.40	448.94	398.37	379.27	432.80	449.94	452.60	299.79	308.06	2.15	-0.06
USA (536)	410.31	0.5	383.04	345.47	394.57	345.38	0.5	1.41	408.10	361.33	344.01	393.38	344.59	410.31	274.58	282.05	2.15	-0.06
USA (817)	349.97	1.1	309.56	294.67	336.54	336.14	1.1	2.00	346.17	308.46	291.80	332.83	349.97	348.44	242.75	247.95	2.15	-0.06
USA (149)	488.97	0.5	432.65	411.70	470.21	503.37	0.7	1.73	485.50	430.74	410.09	467.76	505.90	497.77	355.77	368.92	2.15	-0.06
USA (267)	107.60	-1.4	95.20	90.60	103.47	60.95	-1.4	1.65	109.10	95.50	91.86	104.90	92.23	158.99	95.32	132.39	2.15	-0.06
USA (156)	208.63	0.3	184.60	176.86	200.62	185.25	0.3	1.89	207.93	184.10	175.27	198.92	182.60	210.87	172.03	178.40	2.15	-0.06
USA (156)	439.29	0.6	388.68	359.87	422.43	438.94	0.5	1.41	436.26	386.79	388.25	420.03	436.98	439.29	292.34	300.95	2.15	-0.06
USA Ex. UK (497)	317.59	0.9	281.00	267.40	305.40	319.75	1.0	1.55	314.60	278.54	265.19	302.48	316.45	318.12	213.38	217.63	2.15	-0.06
USA Ex. Japan (390)	206.99	-1.2	163.15	174.26	199.05	266.21	-0.9	3.79	206.54	185.53	176.83	201.47	206.08	316.98	161.31	202.81	2.15	-0.06
USA Ex. US (788)	212.71	0.3	168.21	179.10	204.55	190.55	0.3	1.88	212.04	187.74	178.74	203.57	189.95	214.82	175.30	181.72	2.15	-0.06
USA Ex. UK (217)	200.22	0.3	247.94	225.94	269.47	257.80	0.3	1.49	278.26	247.25	235.40	268.50	256.99	281.08	211.15	216.37	2.15	-0.06
USA Ex. Japan (149)	306.11	0.7	341.63	325.08	371.28	381.25	0.7	1.71	363.51	333.98	328.28	386.73	378.64	386.11	271.90	277.19	2.15	-0.06
World Index (4305)	269.84	0.5	256.45	244.04	278.72	268.11	0.5	1.53	284.52	256.45	243.21	277.49	264.90	290.27	216.51	221.74	2.15	-0.06

STOCK MARKETS

Strong dollar prompts fresh set of highs

WORLD OVERVIEW

Another day, another set of record highs for European stock markets, writes Philip Coogan. Investors would be forgiven for being bored, were they not making so much money.

New closing peaks were set in Amsterdam, Copenhagen, Dublin, Frankfurt, Helsinki, Madrid, Milan, Paris and Zurich. The dismissal of two court challenges to Germany's partici-

pation in the euro, while expected, did nothing to harm sentiment.

Despite a small gain for the D-Mark against the dollar, the strength of the US currency over recent days (particularly against the yen) was seen as positive for European markets.

It was a completely different picture in Asia, where the second quarter has started bleakly. In Tokyo, the *nikkei* survey revealed the weak state of business

confidence, with a balance of 31 per cent of points of major manufacturers revealing gloomy outlook.

Those sentiments were confirmed by remarks from Norio Ochiai, chairman of Sony, who said the Japanese economy was on the verge of collapse and could enter a long deflationary spiral.

"There is a general feeling of pessimism throughout the country," he said.

Another prominent busi-

nessman, Heinrich Pierer, chairman of Siemens, said yesterday that Asia's financial crisis may last two to three years.

And although world stock markets were buoyant in the first quarter, there are signs that they are worried about the potential effect of Asia on growth.

The best performing sectors in the FT/S&P World indices over the period were business services and computer software (despite some profit warnings in the US)

and three fairly defensive areas in the form of utilities, life insurance, and beverages and tobacco.

The worst sectors were mainly cyclical: real estate, electronics and heavy engineering. The implication is that investors are looking for a slowdown in world economic growth.

The market's attention today is likely to be focused on the US non-farm payroll figures, which may give a clue to the Federal Reserve's

interest rate policy. The consensus forecast for the increase in employment is 255,000.

On the overall unemployment number, Bob Craven, of the Fixed Income Management Group in San Francisco, says the risk is for a lower reading than the consensus of 4.6 per cent. "The US is headed to 4.4 per cent," he believes.

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MARKET FOCUS

Borsa's mutual funds in full flow

Spain

Market review

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JULY 1998

RECRUITMENT



RICHARD DONKIN

Lessons in commitment

Employee development can produce a more switched-on and loyal workforce

Strolling through the headquarters of ScottishPower in Cathcart, Glasgow, last week felt at times like being back at school. At other times it could have been a health centre or a sports club. The last thing it looked like was that place we have come to regard as work.

In one room a schoolgirl was sitting in front of a computer, her mother by her side. In another a dentist was leaning over his patient while further along the corridor a physiotherapist applied ultrasound treatment to an injured leg.

Walking through some swing doors we came across people astide cycling machines. Turning the corner we found another group of people practising first aid. I was assured that there was plenty of work going on as well. In fact Steve Dunn, ScottishPower's human resources director, believes that the investment is paying dividends in creating a plugged-in, switched-on workforce committed to building a career with the company.

The centre, which replaced a redundant plant in the basement, is one of several being established throughout ScottishPower sites and Manweb and Southern Water subsidiaries as part of a comprehensive, three-pronged human resources strategy that focuses on employee involvement, development and support.

A commitment to employee involvement has led to close working relationships with the five trade unions represented within the company. This includes a works council and twice-yearly informal dinners between Ian Robinson, the chief executive, and full-time union officials.

"This is an open meeting where views can be exchanged in confidence and the trade unions can get early information about the future strategy. We're trying to create an environment where staff can have their say and receive answers in a non-threatening way," says Mr Dunn.

Such close co-operation

has enabled the company to restructure from the centralised national wage-bargaining framework that existed before privatisation in 1991 to business-level bargaining that takes account of varying salary levels in different business sectors.

Wage rates in the retailing division tend to be lower than those in power

'It's not unusual to see whole families coming in to study a language at weekends'

generation, reflecting the rates elsewhere in the sector. But this has enabled the retail business to move from an annual loss of £5m in 1991 to profits of £15m today, while, at the same time, increasing its employees from 360 seven years ago to a total of 2,500 today.

"The trade unions didn't like moving to different pay

rates but they recognised it was necessary to survive in that market," says Mr Dunn. "The company also brought in senior retailing management from outside to develop the business but today the emphasis has shifted strongly to internal staff development. The company has established relationships with eight universities from which it draws the bulk of its graduate intake. Some 24.5m has been invested in job specific training centres in three sites across the group.

A management succession planning process has been installed using assessment centres and psychometric testing, and the company has created a business leadership programme in partnership with Wharton Business School in Pennsylvania.

This allows faculty staff to come into the company and run workshops with managers looking at specific needs of the business and developing skills and behaviour regarded as necessary in managers to take the business forward to 2005.

Alongside these business development programmes ScottishPower has set up open learning opportunities for employees throughout the group. It has 46 centres around the UK, which offer some 700 programmes from conversational French to an MBA course.

"All we ask from employees is their own time to pursue these studies. We

extend the facilities to families and it's not unusual to see whole families coming in to study language at weekends," says Mr Dunn.

"It isn't all altruism. The HR strategy is about supporting the business strategy. Our on-the-job training budget is upwards of £2m. That delivers the working processes that makes our business the lowest cost distributor in the country."

The company has begun to push out its open learning system to schools and has also committed itself to help the young unemployed.

Some 400 unemployed young people have undergone training programmes. A quarter of those have since found jobs or have returned to full-time education. The company is doing this sort of thing because it believes it is right, but it would also seem to make sound business sense, particularly where customers have a choice of where.

Where competition for skilled employees and loyal customers is becoming increasingly intense, this root-and-branch approach to people development would seem to have much to recommend it.

Living abroad

Companies that want their employees to be able to access information about living and working conditions in a country before going there may be interested in an on-line

service offered by a US company called Living Abroad.

The service provides information on housing, schools, tax arrangements, local customs, on how to conduct business overseas and on the red tape associated with an expatriate assignment.

Individual country information can be accessed for \$30 (£18) a time but the company will provide a customised version for company intranets for \$24,000 at the highest level.

Information samples can be accessed on the website: test.livingabroad.com. In the box that asks for a user name write the word "test". In the box that asks for a password write the numbers "242".

Some of the information is the sort you might get much more cheaply from a good travel guidebook. The section on England has some interesting observations. Whoever wrote "Chivalry is alive and well in Britain" has not travelled on the London Underground during the rush hour. Neither is there anything explaining that if you value your life you should stand to the right on underground escalators.

That said, it includes detailed financial and tax information and is regularly updated. Customising the site allows companies to add their own arrangements, such as whether they pay for schools or how many trips back home they will fund each year.



WORKING BRIEFS

An exercise in appealing to a wider range of employees

Where personnel managers used to talk about equal opportunities the "in" word today is diversity. Diversity management does not assume that we are all the same, but stresses individual differences. The idea is that companies should try and reflect in their employment structure the wider society in which they operate.

To give those still confused

about diversity some idea of what is involved, the Institute of Personnel and Development has published "Tools for Managing Diversity", a set of exercises designed to help companies devise their own strategy.

The exercises, developed and tested by Peam Kandola, the Oxford-based occupational psychologists, help managers find ways to make their company appealing to people from a wide range of backgrounds. The pack costs £450. Tel: 44 1752 202301

More IT jobs

Adding to the statistics on information technology workers issued last week by International Business

Machines, Alan Schonberg, president and chief executive officer of MRI, the search and recruitment company, told delegates at the World Leaders in Recruitment Conference in London last week that the US has 2m IT workers, 190,000 IT vacancies and expects to have 500,000 vacancies by 2000. There are already more jobs than workers in the US, according to Mr Schonberg, and businesses will face shortages in candidates for many years.

New skills

An Industrial Society survey of 344 personnel specialists has noted increasing interest among employers in competency-based pay. This is the idea of giving pay increases when people learn a new skill. Some 53 per cent of the respondents said competency-based pay was popular with employees, against 5 per cent who said it was unpopular. A majority also said they preferred the approach to managing performance-related pay. The only danger of such systems – which is not mentioned in the report – is that without proper supervision and scope for maintaining skills, some employees could find themselves a jack of all trades and master of none. Even flexibility has its price. Tel: 44 121 410 3000

BANKING FINANCE & GENERAL APPOINTMENTS

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PRODUCT CONTROLLERS

ZURICH

Credit Suisse First Boston is a leading global corporate and investment banking firm, providing comprehensive financial advisory, capital raising, sales and trading and financial products for users and suppliers of capital across the world. It operates in over 50 offices in more than 30 countries and has over 10,000 employees. This truly global business has highly sophisticated global reporting requirements. To this end we are looking to recruit key individuals at Vice President level, to be based in Zurich and to implement new control functions within the Product Control area supporting corporate and investment banking and fixed income and equities trading. In addition we require controllers with project management experience for the following two roles:

PROJECT MANAGER

We require an exceptional Project Manager to work in Zurich for up to two years to manage the following projects:

- bringing together the accounting function for the main trading business into the investment bank from the other divisions
- re-engineering the processes supporting the generation of the daily trading revenue reports and price testing
- re-engineering the funding cost on the securities, derivatives, FX, money markets and corporate loan portfolios
- production of reports of the balance sheet and capital usage by major product line
- supervision of all implementation relating to the global ISMU and Year 2000 processes

These positions are key to the further development of the business globally and demand a high level of commitment and detailed knowledge of the investment banking business. A knowledge of the German language is desirable though not essential. All the positions require strong accounting and process skills as well as an ability to project manage in a challenging environment. Success in these roles will lead to career development in Zurich, London and/or elsewhere globally. If you have the necessary qualities to succeed and an interest in working in a challenging environment you should send a detailed Curriculum Vitae to Jason Garner at Robert Walters Associates, 10 Bedford Street, London WC2E 9EE Tel: +44 171 579 3333 fax: +44 171 515 8714. Email: jenan.garner@robertwalters.com Web: <http://www.robertwalters.com> You may also apply via <http://www.robertwalters.com> quoting reference RW49.

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TREASURY CONTROLLER

The Zurich Treasury Control function requires radical development of its systems and processes with the interest allocation process requiring a rebuild to complement the global nature of the new business. The role of Treasury Controller will entail the following:

- initiation of a project to rationalise the allocation of interest costs and the introduction of policy consistent to global practice
- introduction of best industry practice in the calculation of carry costs from the product control departments of major securities houses in London or New York
- development of systems and procedures to allow the analysis of interest costs and balance sheet usage
- liaison with the Treasury Controllers of all other major trading locations (New York, London and Singapore)
- leading a team of 2-3 dedicated Treasury Analysts

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- The sales team in London and in Cazenove's overseas offices deal in United Kingdom, European and international securities on behalf of institutions worldwide. We now seek to add to our European Sales team with the appointment of a salesperson specialising in distribution to Italy and Spain.
- Candidates will be graduates with a good degree gained from a top European university or business school. Business fluency in Italian is essential as well as a sound understanding of European issues. Analytical skills and strong sales and client relationship skills will be vital to success in this role.

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Our client is a leading international fund management group with assets in excess of £100 billion. The UK equities portfolio is growing rapidly as a result of excellent performance. This has created a need to expand the UK investment research team, in a business where analysts and fund managers have equal status.

THE ROLE

- Reporting to the Head of UK Equities, with responsibility for at least two sectors, providing incisive and imaginative company research.
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- Adopt a commercial, value-driven approach to company research, working alongside the fund managers, maintaining strong performance with appropriate stock recommendations.

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Relationship Executives

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Making a real difference to risk management and control

So many organisations seem to promise that change is just around the corner but when the change comes it proves to be merely a slight shift in focus. Real change can only be brought about by a fundamental re-evaluation of the purpose and objectives at the heart of a function or organisation. Our client, one of the largest financial services groups in Europe, has recently completed such a re-evaluation for its Internal Audit function. The result is a new strategic approach which will enable the delivery of an Internal Audit service which excels and which will make a significant contribution to risk management and control across the whole group.

Business Partners with Management

Central to the implementation of the new audit strategy is the establishment of a small number of relationship executive positions aligned to key business customers and process owners. These relationship executives will draw from a large multi-skilled team of audit professionals as necessary to support the delivery of value driven audit work. They will need to establish effective working relationships with the most senior executives of the business to achieve a common view of risk through a deep understanding of the business and then to ensure the audit process is driven with the success of the business first and foremost in mind.

Relationship Executives are required for each of the following areas:

Change & Development Risk

Information Technology

Corporate Banking & Credit Risk

Investments & Private Banking

Cards, Mortgages & Insurance

Retail Banking

Building a culture of excellence

The relationship executive is a champion of audit's commitment to supporting operational excellence. They will have senior level responsibility for the delivery of the audit service to their area. This will include providing an independent audit opinion on the effectiveness and efficiency of internal controls and ongoing advice on risk management issues. Whilst continuing to provide independent assurance, they will also be providing an advisory function and consulting service to the business in general matters of internal control. They will be expected to apply a strategic approach to key customer relationships, finding workable solutions to control weaknesses and developing reporting that addresses the needs of multiple businesses. As a team leader and important member of management, they will be helping to build a culture that promotes the achievement of individual and collective performance potential, where there is respect for every individual, encouragement of initiative, creativity and commitment to stewardship.

Using your knowledge and skills

Candidates for these roles will be well rounded professionals with risk management, auditing, accounting and/or banking backgrounds. An essential requirement is a comprehensive knowledge of the relevant business area. Given the nature of the roles an ability to maintain an independent perspective and a balance between stewardship, corporate governance and business management will be important. Candidates will have proven ability to establish effective business relationships, strong conflict resolution skills as well as influencing and negotiating skills. A high learning agility coupled with the ability to motivate and lead staff in a matrix environment with conflicting demands and the creativity to identify control related alternatives or opportunities will be crucial.

If you believe that you have the skills and personal attributes necessary please write, enclosing a CV, to Sarah Hunt or Stephanie Warren at Michael Page City, 50 Cannon Street, London EC4N 9U. Fax 0171 329 3426. Alternatively you can telephone them on 0171 269 1846. Please quote the relevant reference number. e-mail: sarahhunt@michaelpage.co.uk

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Credit Suisse First Boston is a leading global corporate and investment bank providing comprehensive financial advisory, capital raising, sales and trading and financial products for clients around the world. It operates in over 50 offices across more than 30 countries and six continents and has over 10,000 employees. Continued business development and a new strategic approach to credit has created the requirement to appoint a London based Head of Credit to focus on the European corporate business.

Responsibilities will include:

- ◆ Credit approval for a full range of European transactions.
- ◆ Liaising with corporate and investment banking to oversee the credit enhancement of transactions.
- ◆ Building and managing a team.
- ◆ Overseeing and developing further corporate credit policy.

Successful candidates are likely to possess:

- ◆ Formal credit training with a minimum of ten years corporate credit experience.
- ◆ Experience of complex cross-border leveraged transactions.
- ◆ Knowledge of a broad range of European industry sectors.
- ◆ A second European language (preferable but not essential).

At present you will probably be in a senior corporate credit role with strong generalist corporate exposure and a 'can do' approach to transaction approval. For the right candidate, this Director level appointment represents an excellent opportunity to bring your skills to a market leader. An attractive salary package will be offered and will entirely reflect your experience.

Interested candidates should contact Tim Smith or Robin Keck on 0171 269 1872. Alternatively, write to them, enclosing a full curriculum vitae and current compensation details, at Michael Page City, 50 Cannon Street, London EC4N 9U, quoting reference 411377, fax: 0171 329 2986, e-mail: city.corp.bank@michaelpage.com

Head of Credit

European Corporate Transactions

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- Pivotal role in new product development within flexible business structure. Provide tax expertise across all areas of the bank.

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Please send a full cv and current salary details, quoting reference 960304, to SHP Associates, Alderman House, 10-15 Queen Street, London EC4N 1TX. Tel: 0171 815 8888. Fax: 0171 815 8880. E-mail: shp@sipa.co.uk

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consultancy or a blue-chip commercial organisation.

Financially literate, you will have the ability to prepare and analyse complex financial models and to initiate, promote and close joint venture agreements, initially under the guidance of a company director. A self-motivated individual, with strong interpersonal skills, you will thrive in a challenging and autonomous environment.

This is an outstanding opportunity to join an established international media group, and career enhancement prospects are excellent. The remuneration package will include a competitive base salary depending on experience, a company car, performance related bonus and other benefits expected of an international company.

For further information, please send a full résumé, quoting reference number 2879/32 to Tania Wild or Steve Williams at Morgan & Banks PLC, Brettenham House, Lancaster Place, London WC2E 7EN or if you prefer, telephone 0171 240 1040. Fax number 0171 240 1052.

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PARIBAS

Senior Quantitative Analyst

London

£ Excellent Package

Paribas is a leading international investment bank operating in 60 countries. It offers a full range of banking activities which include Investment Banking, Asset Management and Retail Financial Services.

Due to recent growth and expansion, its Asset Management arm is now seeking to recruit an experienced Quantitative Analyst to join the research team in London.

Reporting directly to the Director of Research, the successful candidate will play a key role within this function. He/she will assist in the determination of investment strategy, with responsibility for constructing asset allocation models. In addition, the analyst will also help in providing in-depth analysis of global equity, bond and currency markets.

Applicants are likely to be high calibre graduates with a further degree (MSc or PhD) in mathematics, engineering or the physical sciences. The role demands that you should display considerable aptitude in the application of quantitative techniques and possess strong programming skills.

A minimum of four years' experience of the numerical methods and asset allocation models and techniques is essential.

This is a challenging opportunity for an exceptional individual to join a talented and entrepreneurial team. Self motivation and excellent communication and interpersonal skills are a pre-requisite.

Interested candidates should contact Alastair Richardson on 0171 269 1887. Alternatively, write to him at Michael Page City, 50 Cannon Street, London EC4N 6JJ or fax him on 0171 329 2986. Please quote reference 397976. e-mail: alastairrichardson@michaelpage.com

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3i Corporate Finance is the 3i Group's Corporate Finance advisory division, which specialises in mergers and acquisitions and provides corporate finance advice to the Group's investment division.

3i Corporate Finance is seeking to recruit an ambitious professional to join its expanding London team.

This is an excellent opportunity for a commercially astute Chartered Accountant keen to move into corporate finance or for a candidate who has already obtained corporate finance experience and wishes to further his or her career.

The successful candidate will work on a wide variety of transactions in the public and private company arena. The individual will require sound commercial judgement, negotiation and interpersonal skills combined with good technical expertise. Additionally candidates, aged between 25-30, must also be able to demonstrate:

- ◆ Excellent academic background, 2:1 degree or better from a leading university.
- ◆ Ability to liaise with entrepreneurial clients at a senior level.
- ◆ Strong analytical, technical and communication skills.
- ◆ Initiative, creativity and maturity.

If you are a commercially minded and ambitious young individual wishing to progress your career you should contact Annabel Haywood or Arabella Pack at Michael Page City, 50 Cannon Street, London EC4N 6JJ, fax 0171 329 2986. Alternatively, telephone them on 0171 269 1862 or e-mail: arabellapack@michaelpage.com and please quote reference 261905.

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FTSE International is a small, fast growing company which specialises in the calculation of equity and bond indices for use by investors worldwide. Increasing use of indices is driving greater demand for the Company's services and the Company is now looking to recruit further research analysts and consultants to:

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Interested candidates should write with full CV, quoting current rewards package to:

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James Capel Investment Management is part of the HSBC Investment Bank plc, which is a member of the HSBC Group, one of the largest banking and financial services organisations in the world. James Capel Investment Management provides investment management services to private clients, charities, trusts and pension funds and currently manages over £7 billion on their behalf.

The continuing success of the business has created an outstanding opportunity for a Global Equity Portfolio Manager and a Global Fixed Income Portfolio Manager to join the existing team in London.

Reporting directly to an Investment Management Director, the successful candidates will be responsible for:

- ◆ The effective management of a wide range of non-UK resident private client investment portfolios, including off-shore trusts and companies.
- ◆ The analysis and secondary research of specific global fixed income/equity markets and sectors.
- ◆ Determining an accurate assessment of client requirements and developing and maintaining strong business relationships.
- ◆ Enhancing the investment capabilities of James Capel Investment Management, including new product/business development and marketing.

The successful candidates will:

- ◆ Be numerate graduates, with strong academic backgrounds and possessing relevant professional qualifications i.e. either IMC or SFA registered.
- ◆ Have a minimum of five years investment management experience, gained within either a private client or institutional fund management environment.
- ◆ Demonstrate a strong knowledge of global equity and/or fixed income markets.
- ◆ Have proven experience of producing detailed and accurate investment proposals/reports when working under pressure and to tight deadlines.

This is an outstanding career opportunity for professionals with excellent communication skills who are able to demonstrate initiative and enthusiasm combined with superior organisational abilities. The remuneration package is very competitive, reflecting the high calibre of individuals sought.

Interested candidates should contact Alastair Richardson on 0171 269 1887, fax 0171 329 2986, e-mail: alastairrichardson@michaelpage.com Alternatively, write to him at Michael Page City, 50 Cannon Street, London EC4N 6JJ. Please quote reference 382486.

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PARIBAS

Senior Quantitative Analyst

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A minimum of four years' experience of the numerical methods and asset allocation models and techniques is essential.

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Mathematician and Monetary Policy Analyst

The Bank of England's Gilt-Edged and Money Markets Division (GEMMD) has two key aims:

- ◆ the efficient implementation of monetary policy via the Bank's Open Market Operations;
- ◆ to contribute to the Bank's work in the extraction of information from financial markets for the setting of monetary policy.

To support these objectives GEMMD is keen to recruit the following individuals:

Mathematician

A practical mathematician to play a major role in supporting both operations and market analysis. The successful candidate will have:

- ◆ strong quantitative skills with the ability to apply them in an operational context and to questions in market finance and monetary policy;
- ◆ excellent presentation and communication skills particularly to non-specialists, flexibility and a strong desire to develop solutions which can be applied in an operational area;
- ◆ at least a first degree in Mathematics, 2:1 or above, and a minimum of 3 years experience in research or financial markets.

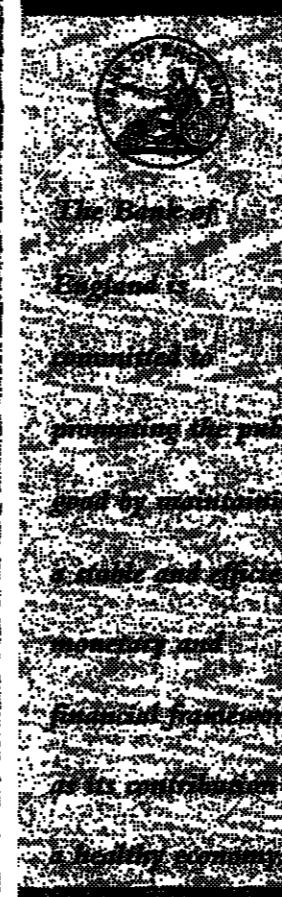
Monetary Policy Analyst

To work on the markets area input to the Monetary Policy Committee and the Quarterly Bulletin; analysis of the London money markets and briefing for domestic and international meetings. The qualities and background needed for this position are:

- ◆ degree in Economics (2:1 minimum) - a postgraduate qualification would be an advantage;
- ◆ proven analytical, quantitative and written communication skills;
- ◆ experience in economics or finance with a genuine interest in the markets.

Salary will be commensurate with qualifications and experience. To apply, please send your CV with full salary history quoting job reference GEM1/98 to: Lesley Maclean, Bank of England, 182 Bank Buildings, Princes Street, London EC2R 8EL. Fax 0171 601 4395. The closing date is 24 April 1998.

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InterSec Research Corp. is an international consultancy with offices in the US, Canada, London, Zurich, Milan and Tokyo. Our 250 clients include over 100 of the 300 largest asset managers in the world.

Responsibilities

The Research Manager will be a key member of the London based Global Research and Consulting Division of the Company which serves the worldwide needs of clients in 10 countries. The manager will be responsible for planning, developing and disseminating the company's unique research products, investment management and administration. In the 26 countries, in addition the Manager would be responsible for maintaining and developing our working relationships with ongoing clients to the identification of opportunities for new products and services. The Manager would be involved in the day to day research efforts as well as being responsible for the research team.

Qualifications

Educated at least to degree level, you need to have a good background knowledge of the investment management market in Europe and a real understanding of the business of financial risk research. Basic knowledge of data analysis especially through computer software such as spreadsheets, the source of data, the handling of data especially through computer software such as spreadsheets and databases, and the interpretation of data and other technical information. You should have good communication skills, both written and verbal, and be comfortable dealing with clients at a senior level. Additional languages would be helpful and a high level of computer literacy in a network environment would also be a plus.

Research Assistant

Responsibilities

You will join a small team of professionals who provide information and advice to our clients. Responsibilities will also include investigating research, updating our expanding global databases, up-keep of InterSec's in-house library and data analysis.

Qualifications

Ideally, you will be a graduate aged 21-28, be ambitious and imaginative with 1-2 years work experience and have the flexibility to enjoy working in a small team as well as have an interest in global finance and fund management. Good communication skills are essential and a European language would be an advantage. You will be numerate, computer literate with strong spreadsheet skills and proven analytical research skills.

Applicants should send their CV along with their current and expected salary to:

David Bousier, Partner, at InterSec Research Corp., Pegasus House, 37-43 Sackville Street, London W1X 2JN. Telephone 0171 287 2890 Facsimile 0171 287 2895 Email: David.Bousier@InterSec.com

INTERSEC
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ambitious team players

banking and trade finance

international travel

On behalf of a truly international financial markets group, we are recruiting sales orientated business generators, capable of long term progression to management.

Locations include Central & Eastern Europe, Latin America, Africa, Asia and Western financial centres covering emerging markets countries.

We are looking for ambitious traders, sales/distributors, structurers and forfaiters. Entrepreneurial flair, relevant language skills and flexibility are necessary. You should have a university degree and more than two years work experience in emerging markets.

Activities covered include:

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You will work within a focused, entrepreneurial environment with the freedom to develop your own business within a mutually supportive group.

We are also seeking Finance Controllers, Financial Systems Specialists and Operations Managers for the same locations.

Please fax CV to Farn Williams, Vineyard House, 13-15 Vine Hill, London, EC1R 5FW on (44) 171 837 0001 quoting reference FT 1055

emerging markets

FARN WILLIAMS FINANCIAL & EXECUTIVE SEARCH

Web site www.farnwilliams.co.uk Email: farnwilliams@dial.pipex.com



Corporate Finance Executives & Analysts

Schroders is a leading international investment bank with a successful track record in its chosen markets and a strong and stable organisational structure. Our Corporate Finance Division enjoys a reputation for excellence and a strong deal flow. The Division is one of the leading financial advisers to a range of blue chip clients, both domestic and international. Our activities include the origination, structuring, execution and, where appropriate, financing of public and private acquisitions and disposals, mergers, joint ventures, demergers and other transactions. We are also active in domestic and international equity capital markets, working with major corporates and governments in the structuring and execution of primary and secondary equity and equity-linked transactions.

to meet the needs of issuers and investors worldwide. We intend to recruit a number of talented and ambitious individuals to join the Division as Executives or Analysts. Initially, as part of a small team, the role will involve assisting in the development of client relationships, the execution of a variety of transactions and business development. We are looking for candidates with up to two years' corporate finance experience at Executive or Analyst level, or recently qualified accountants and lawyers. Intellectual prowess, excellent technical and analytical skills and a desire to succeed are all vital. In addition, initiative, creativity and well-developed interpersonal and teamworking skills will be necessary for new Executives or Analysts to realise their full potential.

If you consider that you match these criteria and are interested in becoming part of Schroders' success story, you should write, enclosing a full curriculum vitae, to Rachel Hartley at Schroders, 120 Cheapside, London EC2V 6DS, quoting reference ECFD/Per/Ad or via e-mail to Rachel.Hartley@schroders.com. Alternatively, contact Rachel Hartley for an informal and confidential discussion on our dedicated telephone line on 0171 658 5432.



Department of Trade and Industry

Director General of Research Councils

A critical appointment for the success of the UK's science, engineering and technology base, involving a high profile, the ability to deal with sensitive and difficult issues, and direct ministerial access.

nmc&kay management

Expressions of interest should be sent to Douglas Fraser at nmc&kay management, by Monday 27 April, following which further details, including information on the selection process, will be forwarded.

nmc&kay
7 Old Park Lane
London W1Y 3LJ
Fax: 0171 495 2654
Email: london@nmc-kay.com

The Director General of Research Councils is responsible for advising the President of the Board of Trade, as the Cabinet Minister for Science, on the strategy for the Science Budget (currently £1.33 billion), and on the distribution of resources to the Research Councils, the Royal Society and the Royal Academy of Engineering to deliver the UK Science, Engineering and Technology base.

The Research Councils promote and support research and post graduate training in the United Kingdom to increase knowledge, promote the quality of life and further national competitiveness. They work with the Universities, Industry and Commerce. The Director General is responsible for the effective operation of the Research Councils within the framework set out in the 1993 White Paper "Realising our Potential".

The Director General of Research Councils will have direct access to the President of the Board of Trade as well as the Minister for Science, Industry and Energy, and will work closely with the Permanent Secretary of the DTI and the Government's Chief Scientific Adviser.

This is a Senior Civil Service appointment and a salary of £100,000 is offered (more may be available in certain circumstances) plus normal Civil Service benefits. The vacancy arises on the completion of the contract of the incumbent, Sir John Cadogan, on 31st December 1998. The post will be offered on the basis of a three year contract with the possibility of a further two year extension. The position is located in London.

The Department of Trade and Industry is an Equal Opportunities Employer.

SENIOR CLIENT RELATIONS EXECUTIVE Geneva

One of the world's largest investment management organisations is experiencing rapid growth in the European sector. As a result, they are seeking to appoint a Senior Client Relations Executive to take responsibility for marketing and client relationships across German-speaking Europe. The role will be based in Geneva and will target a largely institutional client base.

To qualify for this key position, you will be a results orientated self-starter looking forward to developing this established business into a significant part of the company's pan-European activity. Prior knowledge and experience of the fund management sector is highly desirable, but we will consider candidates with 7-8 years' finance-related business exposure, preferably in an international environment. You must also demonstrate initiative and exceptional communication skills, including fluency in German or, preferably, Swiss-German and English.

The company offers an attractive salary and full benefits package.

Please apply, in confidence to Elizabeth Williamson at:

Shepherd Little & Associates Ltd
Cleary Court, 21-23 St. Swithin's Lane
London EC4N 8AD
Financial Recruitment Consultants

Telephone 0171-626 1161

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Armstrong International is one of the City's leading Executive Search firms focusing on senior level positions within all sectors of the financial services industry. We work on a retained basis for a select number of clients who include some of the most prestigious global investment banks.

We are now seeking career minded people with at least two years' experience of working in a professional environment to join the existing team in our fast-paced and entrepreneurial office.

Successful candidates will be:

- Intelligent, educated to degree level and possessed of sound judgement
- Entrepreneurial and ambitious with high energy levels
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- Keen to join a meritocratic, creative and diverse environment where much emphasis is placed on team orientation.

To apply send your CV with a covering letter to Catherine Bolton, Armstrong International, 1 Angel Court, London EC2R 7HJ Tel: (0171) 606 0002 Fax: (0171) 606 2800.

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INTERNATIONAL INVESTMENT COMPANY SENIOR LEVEL SECURITIES SALES POSITIONS IN RUSSIA

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THE COMPANY: Our client is an international investment company looking to develop and expand their equity and fixed income sales operations in Moscow. The company's core activities include sales and trading, investment banking, asset management and research.

THE ROLE:

HEAD OF EQUITY SALES - FT3221

The successful candidate, with excellent sales skills and product knowledge, will be responsible for expanding the Company's client base, directing and coordinating the sales effort, communicating with foreign portfolio managers and conveying information about Russian equities.

HEAD OF FIXED INCOME SALES - FT3222

The successful candidate will be responsible for developing a fixed income sales department. Specific requirements include hiring and managing sales staff, developing and introducing new products and services, developing and managing client relationships, marketing the Company, and handling media relations. The candidate will be responsible for marketing to international and domestic financial institutions.

THE PEOPLE:

The ideal candidate will:

- have extensive equity or fixed income sales experience
- have strong knowledge of equity or fixed income products and services
- have good Western contacts
- be fluent in English

Please forward your full résumé in the strictest confidence, quoting the appropriate reference no. to:
Antal International, Premier House, 77 Oxford Street, London W1R 1RR
Tel: +44 (0) 171 437 1168 Fax: +44 (0) 171 437 1519 e-mail: cv@antal-int.com
Antal International, PARUS Business Centre, 1st Tverskaya-Yamskaya, 23, Moscow, 125047, Russia
Tel: +7 (095) 258 0463 Fax: +7 (095) 258 0470 e-mail: antalru@online.ru
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International Equity Product Specialist

London base

Morgan Stanley Asset Management, part of the leading US Investment Bank, Morgan Stanley Dean Witter, is currently raising its profile worldwide with a programme of targeted expansion and growth.

In line with this recent expansion, a new opportunity has been created for an International Equity Product Specialist within our Client Service Team to become a focal point of expertise for the equity products managed from our London office (total assets under management in London currently \$23.9 billion).

Acting as a primary contact for our rapidly growing base of internal and external clients throughout the world, you will support key decision makers with continuously updated, in-depth product information. A core element of the role will be effective client relationship management, involving some travel to cement current partnerships and support new business development.

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Challenging and Prestigious Career Opportunity Funds Risk Analyst

Major Investment Bank Bahrain Based Excellent Remuneration Package

• Our client is one of the Arab world's fastest growing, most successful and prestigious investment banks, of international repute, with its headquarters in the State of Bahrain. The bank's principal activities are investment in, and advisory services relating to, managed funds, treasury operations, international real estate, corporate investments and marketable securities. The bank has recently launched the Asset Management business involving investments in a portfolio of externally managed funds using "hedge fund" type strategies.

• Our client is seeking to employ a Funds Risk Analyst who shall be reporting to the Head of Risk Management. The selected candidates will be responsible for proactively reviewing and monitoring a broad spectrum of risks associated with investments in a number of externally allocated portfolios in "hedge fund" type strategies, and to monitor the performance of the various funds. The primary responsibilities include quantifying and analysing risk exposures using Value-at-Risk systems, recommending strategies to manage the exposures, as well as preparing risk/performance analysis reports for the portfolio to senior management and funds management teams. Other responsibilities include assisting in the development of risk policies and procedures, implementation of risk methodologies and systems and actively participating in the assessment and management of the firm-wide risk management process.

• The candidate should have a professional qualification in finance or business administration/management with a strong derivatives and financial mathematics background and must have worked for 3 to 5 years in the risk management field, with an in-depth knowledge of financial engineering and risk management, preferably gained in an investment bank. High level understanding of derivatives, risk management models and use of Value-at-Risk analysis, strong analytical, statistical and quantitative skills, initiative, good communication skills, ability to work in a team-oriented environment and a strong background in PC applications are also essential.

• The attractive remuneration package is designed for a top calibre individual.

If you consider yourself to be the right person for the above position, please forward your complete résumé to reach us within 10 days to the following address quoting reference 98/73. We will reply to you within four weeks of receipt of your résumé. Strict confidentiality is assured. Director of Recruitment Services, Ernst & Young, PO Box 140, State of Bahrain. Fax 0973 535 406.

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In this section please call

Keeley Pope

on 0171 873 4006

Financial Times

TRADERS

New York area based Hedge Fund has openings for two high quality execution traders with strong track records. The candidates will have market-making and trading experience gained in one or more of the following markets: foreign exchange, interest rate futures, or agricultural commodities. Both traders must have 2-3 years experience and a quantitative degree. Option trading experience is preferred but is not necessary.

Both positions offer high rewards and a superior quality of life for those tired of the daily trek to the city.

Reply by sending resume, including remuneration history, to: Financial Times Box 348119
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London, England SE1 1HS

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Excellent rewards - Central London

As Europe's leading venture capital company, Si has an outstanding and sustained record of performance, and a strategy for substantial further growth. The Company now seeks to recruit an International Corporate Affairs Manager to take responsibility for promoting the business internationally.

Reporting to the Director of Corporate Affairs, the role is central to the development and delivery of Si's investor relations programme, the long-term international development of the Group, and for communicating essential information about Si to a diverse and widespread international audience.

This will include developing relationships with international investors, investment analysts and the financial media to build international awareness and ownership of Si.

A high-calibre graduate, possibly with a professional qualification, you will have a broad-based commercial background and a record of achievement gained within the City or blue-chip international organisations. You will have a good understanding of the analytical and communication disciplines

which support FTSE 100 companies, and practical experience of applying them. In this respect, you will demonstrate first-rate interpersonal and communication skills coupled with a strong intellect, analytical ability and the personal attributes to gain respect and build relationships at all levels.

Fluency in a major European language other than English, which is essential, would be a distinct advantage.

This is a demanding and high profile opportunity offering excellent rewards, both in terms of remuneration and intellectual challenge.

Please reply in confidence, enclosing a full curriculum vitae, current salary details and quoting reference number 82025 to: The Managing Director, Alexander Hughes Selection Limited, 14-16 Lower Regent Street, London SW1Y 4PH.

We want you to succeed



Corporate Finance

The continuing success of N M Rothschild's corporate finance activities has created an opportunity for a high-calibre individual to join the pharmaceuticals and healthcare team. The team is primarily responsible for originating, developing and executing domestic and cross-border merger and acquisition transactions as well as for bringing emerging biopharmaceutical companies to the stock market.

Candidates, in their mid to late 20s, will preferably have had one to three year's experience - either in investment banking, focusing on mergers and acquisitions, or in the corporate development department of a major healthcare company. Strong communication skills, a creative interest in corporate finance and healthcare and the ability to work as part of an industry team, as well as first class financial analytical skills are essential. It will also be necessary to demonstrate a consistently excellent academic record, including a good university degree and first-time passes if professionally qualified.

The remuneration package is excellent, as are prospects for personal development.

Please send a curriculum vitae, indicating current remuneration, in strictest confidence to Sara Morris, Personnel Manager, N M Rothschild & Sons Limited, New Court, St. Swithin's Lane, London EC4P 4DU.



N M ROTHSCHILD & SONS

EMERGING MARKETS RUSSIA/CIS SENIOR STRATEGIST

Our client is a leading international investment bank with an outstanding reputation in the Emerging Markets of Central and Eastern Europe.

This senior strategist role is London-based but may involve extensive travelling. You will be responsible for analysing economics, politics and financial markets in Russia and other CIS countries, forming a general country view and making specific trade recommendations to the firm's clients and traders. You will be expected to present this analysis via regular written research as well as having constant interaction with the Global Sales Force. You would also be expected to establish and maintain key market and official contacts within Russia and the CIS.

You will have a PhD in economics from a top university with a background in open-economy macroeconomics and a minimum of three years' experience as an analyst of Russia at a major international financial institution. Experience of other Emerging Markets, for example Latin America, is also beneficial.

Our client requires somebody with excellent quantitative abilities and strong written and oral communication skills.

To apply, please write enclosing your CV, quoting ref 2141 to The Response Management Team, Associates in Advertising (AIA), 5 St. John's Lane, London EC1M 4BH.

Closing date for receipt of applications is 21st April 1998.

Applications will only be forwarded to this client. However, please indicate any organisation to whom your details should not be sent.

aia

HR MARKETING & COMMUNICATIONS

SPECIALIST EUROPEAN EQUITY SALES

Fox-Pitt, Kelton is an integrated investment bank with an international business conducted from offices in London and New York. The firm was founded 25 years ago and has always specialised in the financial services industry.

As part of our specialisation the Company has a well established research product focused on Banking and Insurance.

We are expanding our team and looking for individuals with European Equity Sales experience to market the product in Europe.

The successful candidates will have the following attributes:

- strong relationships with institutional investors in Europe
- 3-5 years sales experience
- preferably knowledge of the financial services sector
- a European language other than English would be an advantage

Please write or fax in confidence, with full CV to Sue Ash, Fox-Pitt, Kelton Ltd, 35 Wilson Street, London EC2M 2SJ. Fax No: 0171 247 5013.

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FP FOX-PITT, KELTON

ACCOUNT MANAGER EASTERN EUROPE
Marketing communications agency needs Account Manager, Eastern Europe. Strong strategic skills, two eastern European languages and experience of EU projects required.
Contact: Bob Crosby, Workhead, Marconi House, Abbey Barn Road, High Wycombe HP11 1RF

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Financial Times

Newton Investment Manager Charity Funds

Excellent Package

Newton is an independent investment house founded in 1977 and dedicated to providing the highest quality of service and investment performance. The company has assets under management of over £10 billion of which some £2 billion is managed on behalf of private individuals, trusts, charities and small pension schemes. Within the Private Investment Management division £420 million is invested for 60 charities and an investment manager is now sought to drive further growth of this significant part of Newton's business.

THE POSITION

- Manage charity investment portfolios formulating investment policy in consultation with trustees.
- Report to clients on investment policy and fund performance. Build strong client relationships.
- Present for new client accounts.
- Key member of professional and successful private investment team.

Please send full cv, stating salary, ref FS80315, to NBS, 21-26 Garlick Hill, London EC4V 2BX

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Fixed Income

Our client, a prestigious international top 100 bank, located in southern Germany, is looking for individuals (male or female) to join its expanding sales and trading activities.

Sales Person

You will be responsible for building and developing coverage of international institutional clients to support our market making activities and placing of fixed income products issued by the bank.

We expect a solid institutional client portfolio, team focus and strong business acquisition skills.

The ideal candidates will have at least three years experience in trading and sales of international bonds. Fluency in English and at least another European language (with preference to French, Italian or Spanish) is expected. Fluent or basic knowledge of German would be an advantage.

Please send your C.V. - in English or German - including your earliest starting date and your current salary, under reference number 311 (Sales Person) or 312 (Sales Trader) to Mr. Immanuel Guth, our personnel consultant. All applications will be handled in strict confidence.

Sales Trader

You will cover trading and market making in international currency bonds.

The role will involve the maintenance and development of both new and well established trading and sales relationships. A client portfolio would be an advantage.

Immanuel Guth
Unternehmensberater

Guth Management Services
Chopinstraße 29, D-70195 Stuttgart
Fax +49711/697 6644, Fax +49711/697 6633

GMS

THE BANK FOR INTERNATIONAL SETTLEMENTS

An international organisation in Basle, Switzerland, established in 1930 to promote central bank cooperation and provide additional facilities for international financial operations, has a vacancy in its Language Services for a

TRANSLATOR

for the translation into English of financial, economic, legal and other technical texts and the revision/editing of documents drafted in English.

The successful candidate will have:

- a perfect command of English (mother tongue)
- a good university degree in French and German; a postgraduate diploma in translation would be an advantage, as would a knowledge of Italian or Spanish
- several years' experience as a professional translator, preferably in the economic or financial field
- the ability to produce high-quality work to tight deadlines when necessary
- flexibility, adaptability and team spirit

Candidates should preferably have a sound grounding in economics and related subjects, and should be willing to keep abreast of developments in the relevant fields.

The BIS offers attractive conditions of employment in an international atmosphere and excellent welfare benefits.

Applications should be sent, together with references, to Human Resources, Bank for International Settlements, 4002 Basle, Switzerland quoting the reference number 98434.

Appointments

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Financial Times

EQUITY SALES

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Tel: 0181 871 4242 Fax: 0181 871 4646

ASIAN BANKS EQUITY RESEARCH

Fox-Pitt, Kelton is an integrated investment bank with an international business conducted from offices in London and New York. The firm was founded 25 years ago and has always specialised in the financial services industry.

We are currently seeking an experienced banks analyst to join our Asian Banks team in London, with a view to being relocated to Asia in the medium-term. This team writes research on all countries in the region with the exception of Japan. Candidates should have, preferably:

- a background in investment research within the banking industry
- experience to more than one Asian equity market
- a good degree and possibly a business or professional qualification
- a high degree of fluency in business-based computer applications
- excellent written and oral communication skills

Fluency in an Asian language (other than Cantonese and Hindi) would be an advantage.

Remuneration, including performance related bonus, will be fully competitive. Substantial development potential exists within an informal but highly professional environment.

Please write or fax in confidence, with full CV to Lena Hunt.

Fox-Pitt, Kelton Ltd, 35 Wilson Street, London EC2M 2SJ. Fax No: 0171 247 5013.

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Appointments Advertising

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Mark Williams on 0171 873 4027

THE EUROPEAN INVESTMENT FUND

The EIF, a financial institution of the European Union based in Luxembourg, and established in 1994 to provide loan guarantees and equity in support of small and medium-sized companies (SME) and large infrastructure projects of Trans-European Networks (TEN), wishes to recruit for its Headquarters in Luxembourg (mf).

VENTURE CAPITAL ANALYSTS

Working in small teams, they will assist in identifying and analysing business opportunities while keeping abreast of developments in European venture capital markets, and will help in the development and implementation of plans to promote EIF equity activities. Applicants, who will normally be in their late twenties or early thirties, must be nationals of an EU member country, have a University Degree (ideally complemented with post graduate studies), and at least 2 years experience in analytical tasks in a banking or business environment. They should be fluent in English and at least one other language of the European Union, and have strong analytical/presentation skills and computer literacy. A good understanding of private equity markets in the EU and of the financial instruments used in venture capital is required. Exposure to private equity investments, preferably with an international dimension, would be an advantage. The EIF offers an attractive remuneration package with terms and conditions comparable to other European Institutions. Applicants are invited to send their CV with a letter, quoting the reference, to European Investment Fund - Human Resources (Ref. VC-01/98), avenue J.F. Kennedy 43, L-2968 Luxembourg. Fax: (352)42.66.88.902.

Schroders

Quantitative Risk and Performance Analyst

Schroder Investment Management is one of the UK's most successful investment management groups with total funds under management exceeding £100 billion. This success and the continued development of our Fixed Income business has created an opportunity for a highly numerate and motivated graduate to join the international Fixed Income team in London.

The role's principal activities will be:

- Multi-currency performance attribution
- Multi-factor optimisation
- Quantitative product development

To qualify as a candidate you must have gained a first class honours degree in mathematics and have a minimum of two years' experience in both financial modelling and risk analysis. You will have the maturity and communication skills to present your arguments cogently and contribute positively to the team environment.

If you are interested in this challenging role please send your CV to Mr W G Lewis, Assistant Director, Personnel Department, Schroder Investment Management Limited, 33 Gutter Lane, London EC2V 8AS. Closing date for applications is Thursday 9 April 1998.

INSTITUTIONAL FIXED INCOME SALES

Relative value sales desk seeks qualified individuals to join effort focusing on G-10 government debt, derivative instruments and emerging markets. This group is part of a major international AA rated bank. Sales people located in Paris with a proven institutional client list, please respond.

Fax resume to:
44 171 638 3150

FIXED INCOME RESEARCH ANALYST

We are a major European Investment Bank who require a Fixed Income Research Analyst to support our activities in India.

The ideal candidate will have existing first hand experience in the local market and knowledge of bonds and currencies. Applicants should possess an MBA from an established business school and be fluent in English and at least one other language relevant to the local markets. Knowledge of Emerging Europe markets will be an advantage.

Please reply in confidence, enclosing your CV to:
Box A6111, Financial Times,
One Southwark Bridge, London SE1 9HL

THE EUROPEAN INVESTMENT FUND

The EIF, a financial institution of the European Union based in Luxembourg, and established in 1994 to provide loan guarantees and equity in support of small and medium-sized companies (SME) and large infrastructure projects of Trans-European Networks (TEN), wishes to recruit for its Headquarters in Luxembourg (mf).

SME ANALYSTS

The EIF has developed a variety of products in the area of SME guarantees essentially providing portfolio credit insurance. The clients of the EIF include entities of the public and private sector, i.e. commercial banks, regional and national guarantee funds and specialised purpose vehicles for SME financing. The EIF undertakes own operations and trust operations on behalf of third parties.

Working in a small team, the analysts will assist in the different phases of the guarantee operations, as well as in identifying and analysing business opportunities while keeping abreast of developments in Small and Medium Enterprises (SME) financing across Europe.

Applicants, who will normally be in their late twenties or early thirties, must be nationals of an EU member country, have a University Degree (ideally complemented with post graduate studies, preferably in the fields of finance or management), and at least 3 years experience preferably in SME credit and risk assessment in a banking or business environment.

They should be fluent in English and at least one other language of the European Union, and have strong analytical/quantitative skills and computer literacy. International experience would be an advantage.

The EIF offers an attractive remuneration package with terms and conditions comparable to other European Institutions. Applicants are invited to send their CV with a letter, quoting the reference, to

European Investment Fund - Human Resources (Ref. SME-01/98), avenue J.F. Kennedy 43, L-2968 Luxembourg. Fax: (352)42.66.88.902.

THE EUROPEAN INVESTMENT FUND

The EIF, a financial institution of the European Union based in Luxembourg, and established in 1994 to provide loan guarantees and equity in support of small and medium-sized companies (SME) and large infrastructure projects of Trans-European Networks (TEN), wishes to recruit for its Headquarters in Luxembourg (mf).

PROJECT ANALYSTS

Working in small teams, they will assist in identifying and analysing business opportunities while keeping abreast of developments in European Infrastructure, Transportation, Energy and Telecommunications project markets, and will help in the implementation of the EIF's mandate to facilitate the development of public-private partnerships through the growth of its guarantee business in support of Trans-European Networks.

Applicants, who will normally be in their late twenties or early thirties, must be nationals of an EU member country, have a University Degree (ideally complemented with post graduate studies), and at least 2 years experience in analytical tasks in a banking, commercial or industrial environment. They should be fluent in English and at least one other language of the European Union, and have strong analytical/presentation skills and computer literacy.

A good knowledge of project finance techniques and financial modelling tools would be an advantage.

The EIF offers an attractive remuneration package with terms and conditions comparable to other European Institutions. Applicants are invited to send their CV with a letter, quoting the reference, to

European Investment Fund - Human Resources (Ref. TEN-01/98), avenue J.F. Kennedy 43, L-2968 Luxembourg. Fax: (352)42.66.88.202.

'We don't like their sound, and guitar music is on the way out.'

Decca Recording Company, rejecting the Beatles, 1962.

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Risk Management - Benelux, France, Germany & UK

There are many different Risk Managers in this world. Most err on the side of caution - but risk missing that big opportunity. Others have the vision and creativity to make bold decisions.

TIP 'Transport International Pool' has, once again, made a bold decision and acquired Central Trailer Rental. This confirms our status as Europe's leading trailer rental company offering high quality financing to trucking companies, manufacturers and retailers. TIP is part of GE Capital - a truly dynamic organisation employing 18,000 people in 21 core European businesses and one of the largest financial services companies in the world.

In short, TIP provides an environment where decisive risk professionals are respected and supported.

We are currently looking for exceptional individuals to assist in implementing our European risk management policy throughout our regional network.

These critical roles all play an instrumental part within the local management teams and involve taking real responsibility for credit and risk issues in the region.

Leading your own team, you will oversee the entire credit process, approving transactions within your lending authority and ensuring the delivery of approval requests to the European Risk Director. You will maintain the quality of the portfolio by hitting hard debt and delinquency targets, and coaching and educating the sales force on all credit and risk matters.

To succeed, you will need a minimum of five years' in-country experience with knowledge of the local financial services market, probably gained from working for a bank or leasing company. Along with having excellent interpersonal skills, you must be able to communicate both in writing and orally in the local language as well as English. The management potential to lead, motivate and develop a team is vital and should be supplemented with strong decision-making abilities that reflect your innovative and determined approach.

In return, you will receive a substantial salary, excellent benefits and relocation assistance if necessary. Career prospects within TIP, GE Capital and our parent company General Electric - the world's largest company by capitalisation - are unlimited.

To apply, contact our consultants Ian Schlich or Ruth Almond at CSA Management Consultants indicating your current level of remuneration and the position of interest.

Tel: +44 1256 818811, fax: +44 1256 856684, E-mail: ian.schlich@csa.co.uk

Alternatively, write to them at CSA Management Consultants, Century House, Priory Road, Basingstoke, Hants RG24 9RA United Kingdom.

GE Capital Services TIP Trailer Rental

An equal opportunity employer

*Trademark of General Electric Company, U.S.A., which is not connected with the English company of a similar name.

Appointments Advertising

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.

For information on advertising in this section please call

Mark Williams on 0171 873 4027

Senior management positions in Sales and Trading of securities. Geneva based.

As a medium sized fully owned subsidiary of a powerful financial group, our Geneva bank created in 1995 has been so far involved mostly in international trade finance. We are now expanding our activities with the objective to become a major player servicing clients engaged in commercial and investment banking operations between Western Europe and Eastern European emerging markets. Among others, our bank is establishing a Capital Markets Department and needs to find the following managers who will lead efforts of the bank in these new activities:

1) Head of Securities and Funds Sales

This senior manager will be responsible for setting up and managing a sales desk to market Russian, Community of Independent States (CIS) and Eastern European securities and investment fund. The right candidate will already have a network of potential clients investing in emerging markets including Eastern Europe. He/she will have a good understanding of capital markets and experience in pricing and placing new issues. Knowledge of the Russian/CIS securities markets will be appreciated.

2) Head of Securities Trading

This senior manager will be responsible for setting up and managing a trading desk for international equity and debt securities, with particular emphasis on the development of securities dealing with Russia/CIS and Eastern Europe and will be actively involved in defining investment and trading strategies for the bank. He/she must have experience in trading in international securities, particularly in emerging markets securities, including Russian and CIS securities. This person will have knowledge of global capital markets and a good understanding of market risks, risk management, and hedging techniques.

Both candidates will possess strong expertise in their areas of responsibility. They will have entrepreneurial as well as team spirit and dedication to work. They will be ready to meet the challenge of building up a new business. Fluency in English is a must for both functions, French or German is necessary and Russian a big plus for the first position. For the second position, command of Russian is highly desirable and French a plus. Both persons will report to the Head of Capital Markets.

If your profile corresponds to these requirements, please send your application to the Human Resource Department, Post Office Box 5734, CH-1211 Geneva 11, Switzerland. We guarantee full confidentiality and a personal response.

Compa

Excellent P...a...a...a...

Senior AC...a...a...a...

RECOM...a...a...a...

NETC...a...a...a...

...a...a...a...

Job Vacancies

PHILIP MORRIS

CEMA REGION

The Philip Morris Europe SA, CEMA Region, manages the company's tobacco business in 89 markets covering Central Europe, Switzerland, the Middle East, Turkey, Levant and Africa. To fill a vacancy created by an internal promotion, an opening now exists for a

PLANNING ANALYST
(BUSINESS DEVELOPMENT)

The Position

- The Planning Analyst will liaise with local line management, participate in the preparation of the regional strategic plans, assist the review and preparation of financial projections.
- Supports business development in the region: acquisitions and other investment opportunities; license, pricing and distribution agreements, competitive studies, sourcing/capacity investigations, market trend reviews.
- Works closely with regional management, manufacturing, the finance function, legal, marketing, and people external to the company.
- The Planning Analyst will be expected to travel within the region.
- Philip Morris offers excellent international career opportunities.

If you are ready to join a young, dynamic and successful team, please send your CV with current salary details to:

Claire Bassington, K/F Selection, 61 rue du Rhône, 1204 Geneva, Ch, by fax +41 22 311 76 29 or e-mail: kfs@kfs.kornferry.com

K/F SELECTION

A DIVISION OF KORN/FEYER INTERNATIONAL

You may also apply via our site on the Internet: <http://www.kornferry.com>. Your application will be treated with complete confidentiality.





























































Price Waterhouse



Group Management Accountant

1,877 rooms with a view...

To £40,000 + benefits Windsor

...be our guest.

The County Hotels Group has made its mark in a highly competitive industry after only a single year in business. Formed by a management buy-in during 1997, the group has already acquired 25 new hotels and our innovative financial strategy focuses on sustained investment in systems, refurbishment and development in order to maximise returns.

Business know-how...

...has been the basis of an excellent launch. Now, pushing ahead with the next phase of growth, we are looking for additional financial and entrepreneurial expertise to strengthen our lean central team and support board level strategic planning.

Inside out

Liaising with the Financial Accountant and with regional and hotel Controllers, you will report to the Group Financial Controller, taking responsibility for the consolidation of the group's management accounts; for regular reporting through the SUN accounting systems; and for overall systems administration. You will also develop and maintain open relationships with outside contacts such as auditors, suppliers and banks.

What it takes

A qualified chartered accountant, your post qualification should have been gained in a customer focused environment, where the pace and diversity of the commercial challenges will have sharpened your business view, whilst continuing the development of your own technical skills. This role is hands on; your ability to

demonstrate a thorough grasp of all statutory requirements and IT controls in a multi-site environment is essential, as is your talent for cross discipline communication, supported by effective presentation techniques.

As a central point of contact between internal departments and external agencies, it is the combination of personal credibility and persuasive team skills that will be key.

Focus on people

Not only is our business intensely service-oriented by nature, we have also specifically made it our business to see that our people are encouraged and rewarded; with The Group aiming for Investors in People recognition by the end of this year. In bringing commitment to this role, you will be investing your talent in the development of a shared enterprise which believes in promoting potential.

The immediate benefits...

...will include bonus, pension, medical cover, hotel concessions and potentially an offer of equity.

Give your career more room by calling our advising consultant, Charlotte Baker on 0171 939 3025, or write to her with a full CV, quoting ref: K/1879 and persuading her why you should meet, at:

Executive Search & Selection

Price Waterhouse
Southwark Towers
32 London Bridge Street
London SE1 9SY
Fax 0171 378 0647
E-mail: Charlotte_Baker@Europe.notes.pw.com

Senior Audit Management Roles

At the heart of a world leader

British Airways is an £8 billion global business which is consistently striving to develop its world class customer service in a highly competitive market. To stay ahead, we have embarked on a series of major operational and strategic initiatives, including potential new alliances and joint ventures. Internal audit plays an influential and increasingly proactive role in this area. In addition, the department addresses risk by reviewing and monitoring key processes throughout the business and making recommendations for improvement.

We are looking for high calibre professionals who can work in partnership across British Airways. As part of the senior management team, you will manage and motivate teams of auditors globally to add value to the business. We have identified two key roles which require a high level of commercial awareness, exemplary consultancy skills and the ability to influence change at all levels.

Senior Audit Manager

For this senior position you should be a graduate chartered accountant with between five and ten years' post qualified experience. Ideally, this will include experience with a blue chip multinational working on diverse projects to enhance business performance. You will need strong technical skills combined with judgement, energy and commitment. Ref 866

www.british-airways.com

Heathrow Excellent packages

Senior Manager Computer Audit

In a key role as an integral part of this team, you will develop the specialist computer audit function, providing input into new systems and development, and reviewing the security and integrity of data across British Airways. Ideally a qualified accountant, you should have managed a progressive computer audit team, with a strong track record of giving proactive business support. Ref 867

For both these senior roles we are offering highly competitive remuneration packages and the opportunity to make a major contribution to our continued success. There will be excellent potential for career development. Please send a full CV in confidence to GKRS, 86 Jermyn Street, London SW1Y 6JD (telephone 0171 468 5800) quoting the relevant reference number on both letter and envelope, and including details of current remuneration.

BRITISH AIRWAYS
The world's favourite airline

Group Finance Director

Leading Yorkshire PLC

Six Figure Package

Outstanding finance professional to provide financial leadership in this high profile Yorkshire PLC.

Yorkshire

THE COMPANY

- ◆ Profitable, leading manufacturer of brand name products. Multiple UK operations with growing international interests.
- ◆ Committed to growth and adding value through investment in processes and people. NPD and customer service.
- ◆ Forward, dynamic group board. Absolute commitment to operating excellence. Outstanding opportunity for personal growth and development.
- ◆ THE POSITION
 - ◆ Key position on main board reporting to Chief Executive. Manage financial success of business. Work with Board to refine strategic goals for Group. Lead and advise finance directors in subsidiaries.
 - ◆ Full responsibility for finance function including tax and treasury. Overall group property interests. Also responsibility for Group IT function and Chair of pension fund trustees.

Please send full cv, stating salary, ref LD003HS, to NBS, Yorkshire House, Greek Street, Leeds LS1 5SX

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NBS Financial Management

ISO 9002 Registered

Appointments Advertising

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.

For information on advertising in this section please call
Ben Bonney-James on 0171 873 4015

FINANCIAL CONTROLLER

CAN WE COUNT ON YOUR AMBITION?

EXCELSIOR PACKAGE

BASED BISHKEK, CENTRAL ASIA

THE COMPANY: Our client, a \$multi-billion US international company, is a leading player supplying today's competitive and dynamic consumer market. With operations in more than 25 countries worldwide, and 30 processing facilities globally, our client's world market share is rapidly approaching 40%.

Confident of the continual growth of its core business our client has initiated the most ambitious expansion plans in the Company's history. Projects to expand its processing capacity outside of the US and improve technology in the US are proceeding with vigour. Consequently our client is seeking to consolidate its market share with an experienced expatriate from a multicultural environment.

THE ROLE: Reporting to the Regional Financial Director Europe, your responsibilities will include the following:

- To ensure the development and operation of the procedures and systems to make payments, collect monies and post, record and authorise transactions and provisions
- To ensure the transactions systems accurately and reliably process the revenues and expenses of the business and be able to detect and respond to deviations and exceptions
- To apply appropriate accounting principles to generate accounting records that support both operational and external legislative statutory requirements
- Prepare financial planning and prepare balance sheets in GAAP systems and/or Russian accounting systems
- Manage and develop substantial local office staff and ensure appropriate succession plans are in place.

THE PERSON: To excel in this role your background is likely to be a similar role in a dynamic industry or within a public accounting firm. A graduate with a formal international accounting qualification, you will have at least six years' post graduate experience preferably with a minimum of one to two years' managing a department in the CIS and/or Central Asia, although this is not a pre-requisite.

Proven commercial acumen and a proactive approach coupled with confidence and drive to build and work within a team in a multicultural environment are essential.

These skills must be combined with fluency in English and Russian.

Please forward your full resumé in the strictest confidence, quoting reference no. FT3223 to:
Antal International, 5th Floor, 1 Copper Street, London WC1E 6JA.
Tel: +44 (0) 171 637 2001 Fax: +44 (0) 171 637 0949 e-mail: cv@antal-int.com
or visit our website on www.antal-int.com

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Regional Controller

World Leading Plc

An international, commercial and analytical role

London

This high profile organisation is a household name renowned for outstanding customer service and exceptional product quality. It enjoys a clear market leading position and an enviable profits record within an intensely competitive sector.

Rigorous financial analysis and incisive commercial acumen are critical to achieving optimum margin performance.

You will work for the Regional VP leading a high calibre team of business analysts that provide commercial/financial analysis to a region generating in excess of £1 billion revenue.

Key tasks will include:

- providing a comprehensive profit analysis and forecasting capability for the Regional VP including operating budgets and strategic plans;

GKRS
86 JERMYN STREET, LONDON SW1Y 6JD.
TEL: 0171 468 5800. FAX: 0171 468 5800.
A GKRS Group Company

To £65,000 + Bonus + Car

evaluating capital investment, marketing programmes, distribution changes, pricing and other key business issues;

• identifying and implementing profit improvement opportunities by promoting internal efficiencies using external benchmarking where appropriate.

Candidates will have at least seven years' post qualification experience. This should include management responsibility within a fast-moving multinational environment where they must be able to demonstrate a 'fast-track' record of career progression.

This is a high profile entry point into an organisation which has an outstanding record of career development.

Please send a full CV in confidence to GKRS at the address below, quoting reference number 8691 on both letter and envelope, and including details of current remuneration.

SIEMENS

Siemens is one of the most respected and progressive engineering products, systems and services providers in the world. The Group has an enviable track record of sustained growth and employs more than 14,000 people in the UK alone. In order to provide the necessary financial and commercial support to the business units, Siemens is looking to strengthen its Controlling function with the appointment of a commercially focused, finance professional, working as part of a specialist team.

Corporate Controlling - Bracknell

An attractive + benefits + car

Based at the Head Office and reporting to the Corporate Controller, this high profile and stimulating role will require you to work closely with group businesses in reviewing their financial performance and in developing and expanding their financial review process. In addition, you will need to undertake business reviews and audits alongside the audit team and will be closely involved in a number of project areas, such as mergers, acquisitions, restructurings etc.

Of graduate calibre, you should be CIMA qualified and be able to demonstrate a high level of confidence and ability in your financial skills. You will have had operational exposure in a financial management role within a commercial business environment. In addition to an outstanding benefits package, this position offers significant exposure at senior management level and outstanding career progression opportunities.

Interested applicants are invited to post/fax/e-mail a full CV, including current salary details to: Lynette Gleeson, Personnel Manager, Siemens plc, Siemens House, Oldbury, Bracknell, Berkshire, RG12 8FZ
Tel: 01344 396237; Fax: 01344 396235; e-mail: gleeson@plc.siemens.co.uk

Innovation Technology Quality Siemens

innovate

Group Financial Analysis & Reporting Manager

London - highly competitive + bonus + benefits

Orange is one of the most dynamic and fast growing companies in the UK. Today more than 1.2 million people subscribe to our wireless service and the Orange network now covers over 95% of the UK's population. As a FTSE 100 organisation, our turnover currently stands at around £21 billion.

However, this sustained growth creates challenges in itself. Reporting to the Group Financial Controller, you will be responsible for managing a team of three exceptionally capable financial analysts. You will work directly with the main board, senior management and operational managers to produce and interpret the financial information upon which key business decisions are made.

The core of this information will be detailed analyses of business and market indicators, which will form the basis of board reports and presentations. The increasing quality of this information will be vital in the group's continued drive for growth. You will also lead a variety of projects evaluating the performance of the group's existing overseas businesses and potential investment opportunities.

Professionally qualified and likely to be in your early to mid thirties, you should possess the ability to think both strategically and operationally. Additionally you must combine significant people management skills with a "shirt sleeves" approach and the ability to interact effectively at all levels.

Whilst telecoms/technology experience would be an advantage, of greater interest is your ability to proactively add value to the business.

If you are interested in this exceptional opportunity, please send a comprehensive CV (including current salary details) to our retained consultants Simon Kaye or Paul Glazebrook of Executive Connections at 43 Eagle Street, London WC1R 4AP (0171 304 6001). If you have any questions please do not hesitate to call them on 0171 304 6000 (evenings/weekends 0773 179 889) E-mail: orange@executive-connections.co.uk

orange



Surrey
Based



International Finance Opportunities

Compass Group is one of the world's leading foodservice organisations, with strong market positions in the UK, Continental Europe and the USA together with developing businesses in South America and Australasia. Operating in large and growing markets, with access to a portfolio of leading brands such as Upper Crust, Burger King and Pizza Hut, the Group is well placed to continue its outstanding record of growth. Compass Group has recently achieved FTSE 100 status, has a turnover of \$4 billion and employs over 160,000 staff in over 45 countries.

Following a recent overseas promotion, two positions have now arisen for fast track young accountants to support the main Board at their Group Headquarters in Chertsey, Surrey.

International Commercial Analyst

£35,000 + Bonus + FX Car

This is a key role offering genuine exposure to main Board Directors, a real involvement in business decision-making and the opportunity to make an impact at the highest level. Responsibilities will include:

- Strategic review and analysis of divisional performance.
- Special projects e.g. performance evaluation, capital expenditure appraisal and competitor analysis.
- Ad hoc support to Divisional Directors.

Applicants must be graduate calibre, qualified accountants, aged 26-30 with excellent interpersonal skills, mental agility and the ability to both develop and present creative solutions to business challenges. A determined proactive approach and computer literacy are essential whilst language skills and previous international exposure would be desirable.

Reference: 56609

Promotion prospects both within the UK and internationally are outstanding.

If you are interested in either position, whether you are presently based in the UK or abroad, please send your CV with a note of current salary to Tony Martin or Dominique McAll, quoting the appropriate reference, at Martin Ward Anderson, Goswell House, 134 Peacock Street, Windsor, Berkshire, SL4 1DS. Alternatively, please fax your details on 01753 850253 or e-mail us on info@mwa.co.uk or telephone on 01753 830881.

International Management Accountant

£35-40,000 + Bonus + FX Car

This position provides the opportunity to develop, enhance and automate systems at a global level and gain exposure to senior decision makers, both at Group and Divisional level. Reporting to the Group Financial Controller and supporting the Group Treasurer, this role will encompass:

- Monthly reporting, quarterly forecasts, budgets and strategic plans.
- Treasury accounting.
- Systems development.
- Special projects.

Applicants for this high profile role will be graduate calibre, qualified accountants with strong technical skills and the personal credibility to interface with main Board Directors. Aged 25-28, candidates who are currently working in the profession or are in their first role in industry would be particularly appropriate.

Reference: 56610

FINANCE MANAGER - MARKETING

WEST OF LONDON

This International Fast Moving Consumer Goods Company has a portfolio of some of the UK's most recognisable and loved brands. Today they have a turnover in excess of \$600 million and have ambitious plans for future growth.

Key to their success to date has been a commitment to providing high quality products which offer good value for money and which are in tune with consumers ever changing and sophisticated tastes. Consistent new product innovation, marketing and creative advertising have generated a strong position in their market place.

Reporting to the Finance Director this role will work closely with the Marketing Director ensuring the Marketing strategy and operational plan has financial integrity.

This will be achieved by:

- ensuring strong financial control over brand profitability
- new products and brand development generate adequate returns
- raise the level of financial literacy and profit awareness in the marketing department
- support system developments that ensure business needs are met
- ad hoc and "What if" projects as requested by the Finance and Marketing Director.

The successful candidate will be aged 27-34. A graduate qualified accountant who has a minimum of three years post qualification experience. A background gained within a FMCG environment would prove advantageous. The ability to communicate

£55,000 + CAR + RELOCATION

with confidence at all levels is essential as indeed are proven analytical skills and determination.

Opportunities for career progression are assured.

Interested candidates should submit a comprehensive resume for the attention of Giles Daubeney at Robert Walters Associates, 10 Bedford Street, London WC2E 9HE. Tel: +44 171 915 8714. Alternatively you may wish to fax details on +44 171 915 8730.

Email: susanna.kelly@robertwalters.com. Web: <http://www.robertwalters.com>

You may also apply via http://tiny.com/Robert_Walters quoting reference RW-47.

ROBERT WALTERS ASSOCIATES



LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK BONG KONG SYDNEY MELBOURNE BRISBANE WELLINGTON AUCKLAND

INMARSAT INTERNATIONAL TAX MANAGER

CONTRIBUTE TO PRIVATISATION PROCESS

£75,000 + benefits

Inmarsat is a truly international organisation and the only provider of global mobile satellite communication systems today. Currently an inter-governmental co-operative with over 80 overseas stakeholders, Inmarsat is now on schedule to restructure the organisation into a privatised company, in preparation for an early flotation. The established finance function will play a pivotal role in this significant change management project, therefore a commercially astute tax professional is now required to establish an in-house international tax capability. You will be expected to contribute to this transition process as well as play a part in further developing the 'new' organisation's international commercial strategy.

The Position

- Establish an international tax function from scratch, contributing to and implementing all tax aspects of the proposed restructuring.
- Develop a new international tax strategy focusing on reorganisations, funding, investments, joint ventures and contracts.
- Manage the tax compliance process across multiple jurisdictions, establishing contact with tax administrations and external advisors.
- Lead and develop tax awareness within the organisation, on international scales.
- More broadly, influence development of future products and services through provision of sound tax advice.

Please send your CV with current salary details to:
David Burton, K/F Selection, 252 Regent Street,
London W1R 6HL, quoting ref: 90503AA04.

K/F SELECTION

A DIVISION OF KORN/FERRY INTERNATIONAL

Executive Recruitment

Specialist Sectors

At Hoggett Bowers we have achieved outstanding results. Our success has been built on the commitment and performance of our people together with the powerful partnerships we have built with our clients.

As part of our continuing growth we wish to attract exceptional individuals to join our specialist Finance Practice. Your objectives, which derive from our corporate goals will be to:

- Provide our clients with the highest quality of recruitment services
- Achieve impressive levels of repeat business
- Work both independently and as part of multifunctional teams
- Sustain continuous improvement as an individual and in your contribution to your team and the Company

You will have a senior Finance role within industry or the profession or alternatively be working within Finance recruitment. Candidates should have an excellent academic background and be able to demonstrate a progressive record of achievement to date.

We offer you significant investment in your training and personal development, unlimited earnings potential, and excellent career prospects both in the UK and overseas.

Interested candidates should write with full CV, quoting current rewards package to Cindy Irvine, Hoggett Bowers, 28 Essex Street, London WC2R 3AX, Tel: 0171 970 9600, Fax 0171 938 3974, quoting ref: LCI/16254/F.

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Executive Search
and Selection



Part of the PSD Group

HEAD OF AUDIT SERVICES

CAREER OPPORTUNITY IN FINANCIAL MANAGEMENT

Competitive package

The Rothmans International Group is one of the global market leaders in the manufacture and sale of tobacco products. Brands include Rothmans, Dunhill, Peter Stuyvesant and Winfield, with a wide range of complementary local brands. Headquartered in Amsterdam, Rothmans International Europe is the second largest tobacco group in Western Europe with revenues exceeding £900 million. Due to an internal promotion, Rothmans is currently seeking to recruit a Head of Audit Services to lead the European Audit Services function. This is a small team of highly qualified professionals which operates as a genuine business partner to management and not as a "policeman". Outstanding career opportunities are available to the successful candidate.

The Position

- Responsible for supporting executive management in managing business risks and maintaining effective controls across all business processes.
- Deliver cost effective support to management through the development and implementation of the audit strategy.
- Act as a business partner to management and contribute to the improvement of business control procedures.
- Report to the Regional Finance Directors of two management regions and functionally to their Regional Audit Committees.

Please send your CV with current salary details to:
Mr L.C. Cohen, K/F Selection, World Trade Center,
Strawinskylaan 545, 1077 XX Amsterdam, The Netherlands,
quoting ref: 113. Alternatively send by fax on 00 31 20 675 0205
or by e-mail to kfs-amsterdam@kornferry.com
Internet Home Page <http://www.kfsselection.com>

K/F SELECTION

A DIVISION OF KORN/FERRY INTERNATIONAL

REGIONAL TREASURER - EUROPE, EASTERN EUROPE, ASIA

£2 BILLION TURNOVER INTERNATIONAL INDUSTRIAL GROUP

LONDON

c. £50/55,000 + BONUS + BENEFITS

- Specialist industrial materials group, operating in some 40 countries, focusing on technology-led industries with high sustainable growth. The majority of operations are based outside the UK, thus 95% of Group profits are earned in foreign currencies.

- Position reports to the Group Treasurer alongside the Regional Treasurer Americas. Each role is split in roughly equal parts between regional and corporate activities.

- He/she will be responsible for all treasury issues in the region, contributing fully to the monitoring and forecasting of liquidity, funding and foreign exchange requirements, and will be the key point of contact, providing technical advice, identifying key financial risks and developing related strategies.

- Along with the Group Treasurer, he/she will develop the Group's banking strategy, manage global banking relationships, secure funding through renegotiation of committed bank lines, investigate capital markets opportunities and assist in the issue of any relevant debt instruments.

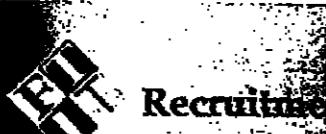
- Graduate ACA and/or MBA, preferably ACT/MCT qualified, with thorough treasury operations experience gained in a sophisticated international group. Well developed presentation skills, flexibility of approach and an outgoing, lively personality are at least as important as length of experience.

- This is a challenging role for a young, ambitious candidate who can handle a considerable degree of autonomy and high profile involvement in the business.

- He/she will be required to travel.



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a Whitehead Man Group PLC company



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The FT IT Recruitment section is also available all week on www.FT.com

UK Financial Controller

City law firm opportunity

Based London

Our client is a specialist international firm, with a worldwide reputation for excellence. Firmly established in the Top 50, the firm is well resourced, successful and seeks to strengthen its commercial management team with a high calibre appointment.

Reporting to the Director of Finance and Administration the role will take responsibility for the following key areas:

- ◆ Management and development of a large, established team of experienced staff.
- ◆ Production of UK financial and management accounts, cashflows, budgets, long-term planning and liaison with external advisors.
- ◆ Review of current work methodologies and development of procedures and practices in partnership with the Information Technology department.

c £50,000 + Benefits

- ◆ Development and improvement of the quality of financial information regarding income, costs, profit, working capital and cash management reporting.

This challenging role will prove an exciting opportunity for candidates who combine a formal accountancy qualification with a demonstrable record of practical success and problem solving. The successful candidate is likely to be in his or her 30's, with proven staff management skills, experience within a professional services environment and the ability to build a rapport with the partners.

Interested applicants should apply in writing to Guy Stacey at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN or fax 0171 831 2612 e-mail: guy.stacey@michaelpage.com Please quote reference 275005.

Michael Page

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Spain - Singapore - UK - USA

Financial Controller

Milan

c £40,000 + Car + Bonus + Relocation

Our client is a major international technology company. With worldwide operations and a global turnover well in excess of £700 million, the company has grown by offering customers security, integrity, innovation and expertise. In order to extend its geographical coverage, negotiations are currently being completed for the acquisition of an Italian business based in Milan. This has created the need to recruit a Financial Controller who will report to the European Managing Director and work closely with a small team in assisting the new business to integrate into the Group.

Key responsibilities will include:

- ◆ Liaison with the divisional Head Office in the UK and other divisional units to ensure that the benefits of the acquisition are realised.
- ◆ Introduction of an appropriate financial management information system to ensure that product profitabilities and manufacturing efficiencies are measured.
- ◆ Preparation of a budget, based on the expectations for the future of the business, in the format required by the group.

The successful candidate will be a graduate calibre Accountant, probably with 2-4 years post qualified experience. Candidates who have had experience of manufacturing and/or costing environments would be of particular interest.

Fluent Italian will be essential as will be proven experience of liaising with senior management.

Well developed interpersonal skills, along with the ability to communicate with and influence others at all levels in the Group will be required.

In addition, high levels of initiative and commercial awareness will be necessary to pursue a successful career in this exciting organisation.

Interested candidates should forward a comprehensive curriculum vitae, including details of current salary and daytime telephone number to Wayne Mason at Michael Page International, 33 Blagrove Street, Reading, Berkshire RG1 1PW. Fax 01189 556165 or e-mail: waynemason@michaelpage.com Please quote reference 411472.

Michael Page

INTERNATIONAL

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

Senior Financial Analyst

Middlesex

c £45,000 + Bonus + Benefits

With a market capitalisation of \$2.4 billion, our client is a leading independent developer, owner and operator of telecommunications companies in both established and emerging markets throughout Europe.

The company has experienced significant organic growth and has seen revenues nearly double in 1997. With further expansion planned, they now seek an experienced Financial Analyst to play an important role in assisting in this impressive growth.

Reporting and assisting the Director of Finance, key responsibilities will include:

- ◆ Supporting due diligence efforts related to acquisitions or divestments.
- ◆ Providing project management capability for short term field projects.
- ◆ Co-ordinating the field finance systems implementation and IT support functions.
- ◆ Assisting in the implementation of the operational finance strategy.

The role will involve some 30% travel to the European subsidiaries.

The ideal candidate will be a European qualified accountant or equivalent with at least two years experience consulting to, or gained in a telecommunications environment.

Additionally, the right person will have strong analytical experience and well developed systems applications skills. Probably with a second language, as she or he will possess tenacity of character, speed and flexibility of mind and the drive and determination to succeed in this dynamic and progressive environment.

If this profile fits you, then please send your curriculum vitae to Jake Olds at Michael Page Finance, Europa House, Church Street, Old Isleworth, Middlesex TW7 6DA, fax 0181 847 5703 or e-mail: jakeolds@michaelpage.com quoting ref 367180.

Michael Page

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

Financial Controller

London

c £50,000 + Package

Our client is an acquisitive, international engineering Pte with manufacturing and sales operations in over 70 countries. Following several major acquisitions over the past few years, the company is now focusing on growing its core businesses, whilst disposing of others. The company has annual sales of over £1 billion and an impressive record of profit growth.

Following internal promotion to Divisional Finance Director, the company is seeking to strengthen the Controller function which forms part of a small Head Office. The Controller function is responsible for critically reviewing commercial and financial plans and performance within operating units, assisting with the progressive development of financial management policies and disciplines, assessing and recommending investment and

acquisition plans and monitoring and appraising operational risks.

The successful candidate will be a bright, dynamic qualified accountant who has the intellectual ability and commercial acumen to add value at a senior level. The role is likely to appeal to candidates either still in the profession with business focused post qualified experience or to candidates already in industry who may be frustrated by the lack of influence they have in their current role.

Interested applicants should send an up-to-date curriculum vitae including daytime telephone number to Mike Deane at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN. Please quote reference 411959. Fax 0171 831 2612. e-mail: mikedeane@michaelpage.com

Michael Page

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

Group Accountant

Exciting new music and book retailing venture

Package c £35-40,000 + Car



Thames Valley

HMV Media Group plc has just completed the acquisition of HMV, Waterstone's and Dillons. The Group operates 450 stores in nine countries generating sales of over £1 billion with plans for further expansion in the UK and internationally.

The Group Accountant is a key member of the small dynamic group finance team and responsibilities include:

- ◆ Reporting and analysis of consolidated worldwide results.
- ◆ Development of group management reporting systems.
- ◆ Production of statutory group accounts.
- ◆ Ad-hoc projects with the senior finance team.

The successful candidate will be a qualified accountant with up to two years PQE obtained in a blue-chip or 'big 6' environment. You will require good communication skills given the extensive liaison with the Group's businesses. You will be a committed team player who is keen to take on responsibility and develop further as there is a proven track record of career development within the organisation.

Please apply with full CV Angela Webb at Michael Page Finance 40-42 High Street, Maidenhead, Berkshire SL6 1QE. Telephone 01628 771604 or fax 01628 785495 e-mail: angelawebb@michaelpage.com Please quote reference 410117.

Michael Page

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

Financial Controller

Hemel Hempstead

c £50,000 + Car + Share Options + Bonus

all the financial accounting aspects of the UK entity.

Aged between 30 and 40, you are a results orientated qualified Accountant with a track record of proactivity. An accomplished manager, you combine commercial acumen and technical accounting skills with a keen interest in IT.

Interested candidates should forward a comprehensive CV including details of their current remuneration, quoting reference 412836 to Joe McShane at Michael Page Finance, Centurion House, 136-142 London Road, St Albans, Herts AL1 1SA, fax: 0172 841616 or e-mail: joemcshane@michaelpage.com

Michael Page

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

Financial Director

Cheshire

c £40,000 + Car Allow + Bonus

skill set to meet the requirements of the business into the millennium.

The successful candidate will be a qualified accountant with a track record of successful financial control, where he/she has really made a difference.

Experience of staff management would be an advantage. He/she should be proactive and have excellent communication skills.

Interested candidates should send their curriculum vitae with details of salary and package to David Gunning ACA, Regional Manager, Michael Page Finance, 81 Mosley Street, Manchester M2 3LQ or fax 0161 236 6961. e-mail: daviddunning@michaelpage.com Please quote reference 412677.

Michael Page

FINANCE

Australia - China - France - Germany - Hong Kong - Italy - Netherlands - New Zealand - Singapore - Spain - UK - USA

MAIN BOARD FINANCE DIRECTOR

Leisure Sector

Stanley Leisure plc

With an established national network of outlets, our client is already a major force in the UK leisure industry. Fully listed, with a turnover in excess of £400 million, the Group has generated substantial recent growth both organically and by acquisition. The market offers significant potential not only for the Group's existing businesses, but also for complementary activities. Following the promotion of the current incumbent, the Board have decided to add to their financial management strength by the appointment of an experienced and commercial Finance Director.

THE POSITION

- ◆ An outstanding opportunity for career development at main Board level in a highly successful Group which is well positioned for future growth.
- ◆ A key appointment in the advancement of the Group, covering issues ranging from maximising operational efficiencies through to working closely with colleagues on acquisitions and subsequent integration.
- ◆ Responsible for regular representation of the Group to its City contacts, bankers and other professional advisors.
- ◆ Reports to the Chief Executive and carries the full scope of Pte responsibilities, leading and developing talented established teams in finance and IT.

Interested candidates should write, enclosing full career and current salary details to the advising consultants, Richard Wilson or Robert Berkley, Consumer Division, at Questor International, 3 Burlington Gardens, London W1L 1LE. Please quote reference 2406. Telephone 0171 292 8300. Fax 0171 287 5457. E-mail: gall@questorint.com

Six Figure Package

With an established national network of outlets, our client is already a major force in the UK leisure industry. Fully listed, with a turnover in excess of £400 million, the Group has generated substantial recent growth both organically and by acquisition. The market offers significant potential not only for the Group's existing businesses, but also for complementary activities. Following the promotion of the current incumbent, the Board have decided to add to their financial management strength by the appointment of an experienced and commercial Finance Director.

QUALIFICATIONS

- ◆ Qualified Accountant, preferably aged late 30's to early 40's.
- ◆ Energetic, self-reliant and commercially mature finance professional with exceptional interpersonal and communication skills.
- ◆ Pte experienced, ideally from a multi-site retail or similar sector in which customer service is of paramount importance.
- ◆ Adaptable, ambitious and able to thrive in a demanding, professional but informal culture which encourages open communication at all levels.
- ◆ Responsive to a consumer focused business in which people, both customers and staff, are given the highest priority.

QI
QUESTOR INTERNATIONAL

ALWAYS
Coca-Cola

FINANCE DIRECTOR
Cairo

£50,000 (net)
+ Car + Bonus + Stock Options + Full Expatriate Package

ABPM
ABRAHAM • BEASLEY • PRICE • MORGAN
FINANCIAL • RECRUITMENT • SPECIALISTS

OFFICES AT BIRMINGHAM, LEEDS,
MANCHESTER, NOTTINGHAM AND SHEFFIELD

THE GROUP

Coca-Cola needs no introduction: the most powerful global brand, its products bought by more than half of the world's population, constantly delivering outstanding value for its shareholders. Having gained leadership in the Egyptian market, Coca-Cola now seeks to strengthen and consolidate its existing operations in the region.

THE OPPORTUNITY

Critical to the success of Coca-Cola's ambitious plans for the region is the appointment to the Egyptian holder of a dynamic and talented Finance Director, able to meet challenges head-on and drive through successful change. Reporting to the General Manager you will head a finance function consisting of 500 staff operating across 14 sites managing Financial Control, Treasury, Budgetary Control, Tax, Regulatory Reporting and Government Liaison as well as Management Information Systems. This is an exceptionally high-profile role and you must be able to make an immediate impact on the department and success will ensure unrivalled career opportunities within Coca-Cola internationally.

THE CANDIDATE

The successful candidate will hold an appropriate qualification in Accounting and Finance (or an MBA) and have between five and ten years senior financial management experience ideally gained within an international environment. In fast growing and highly competitive markets, the salary and benefits package reflects the importance of this position to the company's plans and the prospects for international career development anywhere in Coca-Cola are outstanding.

Interested candidates should send their CV together with details of their current salary, work and home telephone numbers to Jeff Price at ABPM, 9 Bailey Lane, Sheffield S1 4EG. Tel 0114-278 0011, Fax 0114-273 8384. E-Mail: cc306@abpm.co.uk. Please quote reference - cc306.

OFFICES AT BIRMINGHAM, LEEDS,
MANCHESTER, NOTTINGHAM AND SHEFFIELD

Being Recognised As An Individual Is The First Step
Towards Making A Difference

Major Roles In Finance**Newbury, Berkshire**

People and concepts that change the world share one quality. They begin by standing out from the crowd; eventually they lead it. Take Micro Focus for example.

Many promise solutions, but at Micro Focus we really deliver advantage with practical, cost-effective responses to the tough problems facing businesses. These include industry leading achievements in enterprise legacy re-organisation, distributed computing and Millennium prognosis many of which have been adopted internationally.

With our profits and share prices rising globally, we can invest even more in our people, in particular the Finance Department which is growing in response to our future plans. Each role will offer exceptional scope for professional and personal development.

Group Taxation Accountant**Up to £50K**

Working as part of a team, your impact will be strongly felt throughout the organisation. Your main focus will be to monitor and develop our global tax effectiveness. You will guide strategic tax decisions, including those relating to acquisitions, ensuring compliance throughout the Group. In this hands-on role, you will closely, not only with the company's finance staff around the world, but also with our legal department and external advisers. In short you will have a key role to play in the direction of the financial structure of Micro Focus.

For such a position you will be a Chartered Accountant with extensive experience in UK and international tax compliance; you will have made considerable career progression over several years with an international enterprise, developed a tax specialism and now actively seek wider responsibility and variety.

**International Project Accountant/
Financial Analyst****Up to £40K**

This role calls for a deep commitment to adding value to the finance function. Day-to-day, this will range from monitoring FX exposure to process improvement, financial analysis to ad-hoc work on international projects which will involve some overseas travel. Such diversity calls for an effective well-rounded accountant ready for immersion in this demanding role.

Your responsibility will be supported by authority, so you must be a qualified accountant with at least 1-2 years' PQE, knowledge of US and UK GAAP, and invaluable experience in Excel and Lotus 123. An interest in Treasury would prove advantageous.

Both roles call for flexible self-starters with excellent interpersonal and communication skills.

At Micro Focus we specialise in real advantage, with your help, we can go even further and can offer you the chance to really make a difference within the finance function.

Are you ready to expand your influence? Then discover more about these key roles and the outstanding rewards - (including re-location assistance where appropriate), benefits and prospects that go with them.

Please send your CV to: Alex Bowyer, Micro Focus Limited, The Lawn, 22-30 Old Bath Road, Newbury, Berkshire RG14 1QN. Alternatively apply on-line via The Monster Board <http://www.monster.co.uk>

You can find out more about Micro Focus on our web page at: <http://www.microfocus.com>

MICRO FOCUS
Micro Focus is an equal opportunities employer

The Savola Company

Divisional Financial Controllers

Jeddah, Saudi Arabia

£Excellent Package (Tax Free)

The Client, The Savola Company, is ranked among the top 25 publicly traded companies in Saudi Arabia and is one of the most respected, successful and fastest growing food businesses in the Middle East. Now and abroad group they enjoy a turnover in excess of £100 million. As far as possible, they are a leader in a number of countries in Africa, Asia, Eastern Europe and the former Soviet Union as well as the USA and Australia. Their vision for the future is one of continued international growth, both organic and through acquisition and developing new market opportunities worldwide.

As a result of this, the need is to recruit for the Group to recruit a number of highly qualified Financial Controllers. Based in Jeddah, a strong commercial, industrial and economic centre with extensive recreational facilities and health centre, these key roles call for individuals who have the ability to form good working relationships, and in particular, support and advise the Divisional Managing Director.

Applications or writing quoting Ref FCPTD/IV should be sent to: The Company's UK Recruitment Advisors.

AAA, 461 Union Street, Aberdeen AB11 6DB. Tel: 01224 211211. Fax: 01224 211411. E-Mail: info@aaa.uk.com

Interviews will be held in London, Scotland and Ireland.

Leisure Sector**MULTI-LINGUAL
ACCOUNTANT**

Spain

£Negotiable

Accountant with up to three years post qualification experience required by fast expanding leisure business with headquarters in Ibiza and branch offices at other locations in Europe.

The successful candidate will work at headquarters as part of a team including a number of English-speaking staff.

A good working knowledge of Spanish is required and French is desirable. Two year contract available.

Salary and conditions negotiable with excellent promotion prospects for the right person.

Please write enclosing full CV and details of current salary to Box A6106, Financial Times, One Southwark Bridge, London SE1 9HL. All applications to be in by Friday 17th April

aaa
ACCOUNTING DIVISION

AAA, 461 Union Street, Aberdeen AB11 6DB. Tel: 01224 211211. Fax: 01224 211411. E-Mail: info@aaa.uk.com

Interviews will be held in London, Scotland and Ireland.

FINANCIAL CONTROLLER EUROPE

Excellent negotiable salary + car

The company offers a range of products and services to the hydrocarbon sector and other process industries. It is part of a major, international, acquisition conglomerate with interests ranging from energy and chemicals to agriculture and services.

The Financial Controller Europe will be a key player in the European management team and will take a leading role both in the evaluation and development of current systems and the creation and implementation of value added new ones with a view to improving overall operational efficiency while increasing profitability and long term growth.

Responsibilities include:

- Motivation and co-ordination of a professional, international team
- Financial planning, reporting and forecasting
- Advice and application of best practices in the different European countries concerned
- Evaluation and analysis of new business ventures and appropriate re-organisation of existing ones
- Advice on European statutory and fiscal matters

Candidates should have at least eight years' experience, and a successful international track record in a manufacturing environment is essential. Management by example and the ability to instil a high degree of enthusiasm within the team and the organisation are essential qualities. Fluency in English and French is required while German is desirable. Career prospects internationally within the Group are excellent.

Appointments**Advertising**

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Keeley Pope on

0171 873 4006

Financial Times

PLANNING ANALYST

Use your strong analytical creativity within a highly influential HR position

London

Our client is one of the world's most respected and influential technology corporations; they have pioneered many of the banking, retail, computing and communications technologies taken for granted today. With a turnover in excess of £4.1bn and some 38,500 staff in 130 countries, the company is continuing to grow and develop into new markets. The success of the organisation has been driven by appointing, retaining and developing high quality individuals globally; central to this has been the vital role played by Human Resources.

You will build efficient data reporting and analysis models to allow management to review staffing levels and make informed decisions with regard to key business restructuring requirements. Reporting to the VP Human Resources, you will be required to gather and assimilate management information in order to create both logical and innovative reports. This will require using a HRIS framework and

tools to allow the business to continually evaluate its ongoing resourcing strategy.

To succeed in the high profile role, you will be of graduate calibre with excellent statistical analysis skills. Your background may have involved data analysis or a HR position with a strong resource planning bias. You will have a keen eye for detail coupled with the capacity to breathe life into numerical reports. Fundamental to your success will be your ability to work both independently and in a team environment. This is a highly customer service driven position where you will have to continually forge a network of contacts globally. You will be computer literate, ideally with knowledge of PeopleSoft and Excel.

Contribute to our client's continued growth and you'll be rewarded with outstanding career opportunities; these could be towards a management Human Resources position.

NICHOLSON INTERNATIONAL

Austria Belgium Brazil Chile Czech Republic France Germany Holland Hong Kong Hungary India Israel Italy Poland Portugal Romania Spain Sweden Turkey UAE

Scope (formerly The Spastics Society) is the UK's largest charity working with disabled people. We exist to enable men, women and children with cerebral palsy and associated disabilities to claim their rights, lead full and rewarding lives and play a full part in society.

FINANCIAL LEADERSHIP – ONE OF OUR GREATEST STRENGTHS**Director Of Finance & Management Services**

London

£57k pa (reviewed every October)
plus lease car and pension

With a turnover of nearly £90m, 4,000 staff and a range of business activities, Scope exists to fulfil the needs and aspirations of people with cerebral palsy, their families and carers. Following a review, we have begun to implement a strategic programme to maintain and develop our position as a vibrant organisation. In just two years we have achieved significant financial improvement and implemented a new management structure to improve our provision.

Our Finance & Management Services Division – based at our new and accessible head office in Islington (off Caledonian Road) – deals with finance, property and facilities, central purchasing and IT functions. After an extremely successful period, our temporary Director is moving on, and we now want to build on our improved position through continued sound financial management and firm strategic leadership.

A qualified accountant (ICAE, CIMA, ACCA or CIPFA), with at least five years' senior management experience and experience of realising corporate strategy, your financial expertise and communication skills are of the highest order. You also have that rare ability both to analyse financial

management information and to communicate clearly and frankly to a range of audiences that include volunteers, disabled people and managers at all levels.

Key to your role will be the provision of financial leadership and support to our voluntary Executive Council (Trustees), Operational Managers and, as we develop our IT and purchasing strategy during the next year, the heads of these functions. You'll need to travel, on occasion, to our services across England and Wales and attend several weekend meetings each year. It'll be rewarding – but demanding – so you should have a genuine desire to enhance, value and develop the contribution of staff and volunteers across the organisation.

Applications are particularly welcome from disabled candidates. If you require reasonable adjustment to enable you to carry out this role, you will receive full consideration and support.

For an information pack (our application form can be made available on disk for disabled applicants), contact: Scope, 6 Market Road, London N7 9PW, Telephone 0171 619 7182 or fax 0171 619 7399. No CVs please.

Closing date for return of completed applications: 27th April 1998.

First interviews: 18th May 1998.

Assessment centre for shortlisted applicants: 23rd May 1998.

We are committed to equal opportunities.

Appointments**Advertising**

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Mark Williams

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Financial Times

M MINORCO**Internal Audit Manager/Assistant Internal Audit Manager**

Package: c. £50,000+

London

Minorco is a major international natural resources group with interests in mining, industrial minerals, paper and packaging and agriculture. Currently based mainly in North and South America, Europe and the Far East it has around 21,000 employees and a turnover of some US\$6 billion per annum.

Due to internal promotion, we are seeking an experienced auditor to join the international audit team. The successful applicant will assist the Minorco Chief Internal Auditor in the effective implementation of internal audit programmes. He/she will be responsible for planning and carrying out internal audits within our mining and mineral companies in North America and Europe.

Please write in confidence, with full career details, to Maurice D Harapik, Manpower Officer, Minorco Services (UK) Ltd, 40 Holborn Viaduct, London EC1N 2PQ.

Charity No. 208311

Finance

JOHN LEWIS

UNIVERSITY of GLASGOW

ASSISTANT DIRECTOR cancer research campaign
(ADMINISTRATION)
CANCER RESEARCH CAMPAIGNBEATSON LABORATORIES
£35K - £40K

The Cancer Research Campaign Beatson Laboratories complex is a major internationally renowned Cancer Research Centre comprising The Beatson Institute for Cancer Research (a private limited company registered in Scotland with charitable status) and the University Department of Medical Oncology. Interests range from basic research into causes and mechanisms of cancer, to clinical treatment.

Applicants are invited for this newly created joint appointment, Beatson Institute and Glasgow University, tenure for five years in the first instance. This post will provide a challenging opportunity to develop and maintain an administrative infrastructure ensuring financial control, statutory compliance and effective human resource management.

In addition to a record of personal achievement, preferably in senior management, essential criteria are: experience of accounting practices and procedures; IT literacy; outstanding interpersonal skills; experience of human resources issues; and a degree or appropriate professional qualification. An understanding of the research environment would be desirable.

Terms and conditions of appointment are based on those of the MRC. Salary will be within the range £35K-£40K within MRC Band 2. Informal enquiries to Dr David Cawley, Beatson Institute for Cancer Research, Garscube Estate, Switchback Road, Bearsden, Glasgow G61 1RD. E-mail: d.cawley@beatson.gla.ac.uk Tel: 0141 330 3372. Fax: 0141 942 6521. Information about the CRC Beatson Laboratories is on www.beatson.gla.ac.uk.

For an application pack write quoting Ref No 145/98ACFT to the Recruitment Section, Personnel Services, University of Glasgow, Glasgow G12 8QQ or email personnel@glas.ac.uk. Closing date 28th April 1998.

The University is committed to equality of opportunity in employment.

WALKER HAMILL
10-11 St James's Street
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London SW1Y 4TJ
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BRITISH DIGITAL BROADCASTING

Outstanding Opportunities in Television

£ Excellent

British Digital Broadcasting PLC is a partnership between Carlton Communications and the Granada Group, who each own 50% of the company. BDB will launch at least 15 pay television channels later this year with programming provided by the UK's leading television production and broadcasting companies. The launch of Digital Terrestrial Television will be the most exciting and significant development in broadcasting since the introduction of colour. As the largest Digital Terrestrial broadcaster BDB will offer multi-channel television to everyone, without the need for a dish or cable. The company is now seeking to appoint two outstanding accountants to assist in the preparation for launch:

Financial Planner

Reporting to the Financial Controller the appointee will be responsible for commercially evaluating business opportunities for the group, maintaining the strategic plan and providing a financial resource for senior operational management.

Reference RW4360

Management Accountant

Additionally a bright, highly motivated individual is sought to support the Financial Controller in the provision of quality management information for the board. This crucial role will include the preparation of the annual budget and reforecasts and the monthly management accounts with detailed commercial analysis and commentary.

Reference RW4361

The successful candidates must be qualified accountants and are likely to possess around 2-5 years post qualification experience gained within a blue chip corporate or a "Big Six" accounting practice, ideally with exposure to the media sector. Candidates must be committed, energetic and flexible with the ability to liaise effectively within a very dynamic and pressured environment. You should also be able to demonstrate outstanding academic and professional achievement, good commercial awareness and a hands on approach.

The rewards on offer include attractive remuneration packages, coupled with the opportunity to play an integral role in what will be the most exciting development in television for decades.

Interested applicants should write, enclosing a brief résumé, to our retained consultant Robert Walker at Walker Hamill Executive Selection, quoting the appropriate reference. All direct applications will be forwarded to Walker Hamill.

TAX MANAGER

HOME COUNTIES

An international market leader in its sector, this well known group has a worldwide and world class customer base with strong growth potential. As one of the largest companies of its type it employs over 35,000 people globally.

Committed to growing shareholder value through the superior performance of its operations, the Group now seeks to appoint a Tax Manager to help facilitate such performance.

Reporting to the Head of Tax the successful individual will be fully immersed in the taxation affairs of the group and will assume responsibility for UK Direct Taxation including the following:

- transfer pricing, intellectual property, forex and financial derivatives and tax information systems and flows
- advice on acquisitions, disposals, internal reorganisations and new business ventures
- forecasting, financial reporting and compliance

Confident, creative and proactive by nature, it is envisaged that the successful candidate will have the following profile:

- currently working within the accounting profession or within a commercial organisation,
- a chartered accountant with a minimum of three years post qualified experience
- a proven communicator, with strong interpersonal skills, able to deal with all levels of

c. £50,000 + CAR + EXCELLENT BENEFITS

staff up to and including Board level

This is a superb opportunity for an individual prepared to expand their abilities and develop this role to its maximum potential.

Interested applicants should contact Andrew Hick on 0171 379 3353 or fax 0171 915 8714 or write enclosing a Curriculum Vitae stating current remuneration, at Robert Walters Associates, 10 Bedford Street, London WC2E 9EE.

Email: andrew.hick@robertwalters.com Web: <http://www.robertwalters.com>

You may also apply via <http://taps.com> Robert Walters quoting reference RW53.

All applications will be treated in the strictest confidence.

ROBERT WALTERS ASSOCIATES



LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY MELBOURNE BRISBANE WELLINGTON AUCKLAND

COGNOS

FINANCIAL CONTROLLER

BERKSHIRE

Cognos delivers software that satisfies enterprise-wide business intelligence needs. With more than 700,000 seats in thousands of companies worldwide, Cognos business intelligence products consistently deliver the highest productivity gains to the user, the most manageable solution to the administrator, and the fastest return on investment to the enterprise. The products support over 100 relational and OLAP data sources and seamlessly integrate with many enterprise applications, including Oracle financials, SAP and PeopleSoft. Available in seven languages, Cognos products are distributed through the company's sales offices and by over 800 resellers worldwide. With revenues in excess of \$240m, continued success and imminent growth, a new position has been created for a UK

Financial Controller to join the finance team.

Reporting directly to the Finance Director specific responsibilities will include:

- day to day management and development of the UK finance and admin function
- preparation of annual budgets and forecasts for the UK business
- on-going development of recently implemented financial systems
- co-ordination and liaison of outsourced activities (audit, tax etc.)
- ad hoc projects.

Ideal candidates will be graduate qualified accountants with at least four years post qualified experience, probably gained in a hi-tec environment.

TO £45,000 + CAR + BENEFITS

You will demonstrate advanced systems skills and will have the tenacity to thrive in a demanding and rapidly changing environment.

This is an outstanding opportunity for an ambitious individual to join a successful organisation offering career opportunities both in the UK and overseas.

Interested candidates should forward a detailed Curriculum Vitae including current salary package to Catherine Lucas at Robert Walters Associates, 42 Thames Street, Windsor, Berkshire SL4 1PR. Tel: 01753 831515 Fax: 01753 678908.

Email: catherine.lucas@robertwalters.com Web: <http://www.robertwalters.com>

You may also apply via <http://taps.com> Robert Walters quoting reference RW48.

ROBERT WALTERS ASSOCIATES



LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY MELBOURNE BRISBANE WELLINGTON AUCKLAND

North West

c.£60,000
package,
car,
benefits

Excellent opportunity for talented commercial finance professional to support Managing Director and play prominent role in executive team focused on maximising ongoing profitable development. c.£30 million turnover manufacturing business with five sites in the UK serving international markets and key part of UK plc with exceptional record of acquisitive and organic growth and ambitious future plans.

The Role

- Total involvement in strategic planning and development. Advise and support subsidiary Site Directors and Divisional colleagues.
- Maintain and develop financial planning and reporting procedures. Enhance budgeting, modelling and forecasting techniques.
- Provide commercial and financial adviser on merger acquisition activities and capital projects.

The Qualifications

- Graduate, qualified accountant. Proven experience of the successful implementation of an IT system in a complex manufacturing environment.
- Previous multi-site experience, preferably in chemicals, with decentralised profit centre structure and stringent financial control.
- Commercial, pro-active, challenging manager capable of significant strategic input and with excellent inter-personal and presentation skills. Performance driven.

To apply, please write with a full CV, details of current salary and quoting ref. 10173 to Tracey Pallen at BHM Newell Roland, Corson House, The Beechwood Estate, Elmette Lane, Roundhay, Leeds LS8 2LQ. Telephone 0113 218 8000. Fax 0113 218 8020. E-mail: wpoll@bhm-newrol.demon.co.uk

BRISTOL 0117 904 9364 LEEDS 0113 218 8000
Nevard Roland EXECUTIVE RESOURCING

West Yorkshire

c.£40,000,
car,
benefits

Well regarded successful c.£300 million turnover group engaged in contracting, services and manufacturing seeks high calibre accountant to establish and develop audit function. Visible, commercially focused role reporting to Group Finance Director with remit to review and enhance controls and procedures across the group and where necessary recommend and implement solutions.

The Role

- Report to Group Finance Director with principal responsibility to ensure that appropriate financial procedures and controls are documented and implemented and to instigate cost effective reviews.
- Ongoing responsibility to assist in improvement of general quality of financial control and reporting across the group.
- Work closely with Group Finance Director, Chief Executive and local unit management to identify major issues and present solutions.

The Qualifications

- Chartered Accountant. Proven record of successfully managing significant audits within a major Accountancy practice preferably with contracting experience. Obvious potential to progress.
- Technically competent, commercially focused with maturity, diplomacy and tact to originate and implement change. Credible at board level with strong communication skills.
- Robust and perceptive with strong technical background and a practical approach to ensure best practice is maintained across operating units. Highly numerate and computer literate.

To apply, please write with a full CV, details of current salary and quoting ref. 10172 to Tracey Pallen at BHM Newell Roland, Corson House, The Beechwood Estate, Elmette Lane, Roundhay, Leeds LS8 2LQ. Telephone 0113 218 8000. Fax 0113 218 8020. E-mail: wpoll@bhm-newrol.demon.co.uk

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Nevard Roland EXECUTIVE RESOURCING

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Nevard Roland EXECUTIVE RESOURCING

IT Appointments

QUANTITATIVE ANALYSTS QUANTITATIVE DEVELOPERS

US INVESTMENT BANK CREDIT DERIVATIVES/FIXED INCOME DERIVATIVES RESEARCH/RISK CITY

Our client is one of the few truly global players in investment banking with a strong reputation for leadership in financial product development and technological innovation.

They are seeking to recruit a quantitative analyst and several quantitative developers to join their Quantitative Research Group. Highly innovative, the group is a stimulating mix of quantitative analysts, quantitative developers and sales/traders developing, enhancing and integrating trading strategies and risk models.

An excellent science/mathematics background is required and should include a 1st or 2.1 honours degree from a top-tier university preferably with a higher degree and a minimum of one

Millar Associates
INTERNATIONAL SEARCH & SELECTION

years' experience gained either in a bank or financial software house.

For both roles, hands-on computing experience is required and, for the developer role, C, C++, Visual C++, Visual Basic, OO, Excel, etc. Your enthusiasm, energy and drive will be a distinct advantage.

Remuneration packages are excellent and include a substantial bonus and banking benefit package.

In the strictest confidence, please send a full CV to Craig Miller or Shelley Ashton at Millar Associates, 6 Sloane Street, Knightsbridge, London, SW1X 9LE. Please quote reference no FT0104.

Tel: 0171 823 2232 Fax: 0171 823 2208
E-mail: millarassociates@wi.tlma.com

SENIOR PROJECT /IT MANAGER - FX SYSTEMS City £Exceptional Package

As one of Europe's leading broking and fund management groups, our client has been successfully trading a growing portfolio of instruments including FX, debt and equity based derivative products and has an excellent reputation as a key advisor to a large number of blue chip organisations.

The growing complexity of trading activities has created a need to strategically review the FX trade process (life-cycle), develop a vision of the ideal process and identify technology to support this vision. As the senior technical representative on the project team, the successful individual will have responsibility for acting as a buffer between the business and development groups whilst acting as IT manager for the existing FX systems.

Interested applicants should contact Astbury Marsden Search & Selection quoting reference: 3135 on 0171 930 1222 or Fax 0171 930 1444. Alternatively, write enclosing a brief resume to: 40 Strand, London WC2N 5HZ or e-mail: paul.marsden@astburymarsden.co.uk

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We are looking at people across all levels with equal importance being given to drive, commitment and potential as well as track records. To find out how you can join what are arguably the best new developments in the UK and Europe, call us now for an informed and confidential discussion.

1 Groveland Court, Bow Lane, London EC4M 9EH. Tel: 0171 236 4288 (permanent) or 0171 248 0393 (contract). Fax: 0171 236 4277 Email: info@citelite.co.uk website: http://www.citelite.co.uk

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Head of Operations

Opportunity to lead a 60-strong operations team in one of the insurance sector's fastest developing international groups.

The Company is a global leader in its specialist sector of the insurance industry with substantial operations in Europe, N America and Asia-Pacific.

The role involves leading a 60-strong operations team in the management of Computer Operations, Multinational Network Operations, Technical Support, Data Management and Customer Service functions. Reporting to the Head of IT, the Head of Operations will manage the UK team and also will be involved in group activity in Europe.

Candidates will be IT professionals who have managed mainframe operations in a high volume (on-line and batch) environment, multinational network operations and corporate databases. Experience of VME, Unix & NT platforms, IDMSX & SQL databases and Ethernet communications topology is sought. Pan-European multi-site experience and working-level French desirable.

Please apply with career details quoting ref 1838 to **WAGGETT & CO**, 20 Savile Row, London W1X 1AE (fax 0171 439 0222).

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At NTT Europe, we're not inclined to blow our own trumpet, though we've already caused one revolution. We're the people who pioneered ISDN, giving businesses all over the world a smarter way to work. That's the kind of technological feat our customers have come to expect from us - and they're never disappointed. Our ability to enhance their performance with innovative telecoms solutions has made us a giant in our sector.

Now we want to make history again, and we want you to play your part. We're expanding a multi-million dollar operation across Europe and we need some real IT talent - with the following skills - to make it a success.

Network Integration Project Manager/Engineer
Possessing a strong knowledge of PBX, Carrier's Circuit, Frame Relay and ATM, you will prepare N1 proposals and negotiate such contracts on the Project Manager level, taking an active role in systems integration and network deployment. You will also be responsible for identifying and evaluating any new network products which become available. As an Engineer within the group you will utilize your experience of the above networking technologies to integrate systems for our clients.

Customer Service Engineer
You will run our Customer Service Centre, handling client relationships and setting up account-based line support. You will be involved in a repair and maintenance service, primarily operating systems, but also a support service across Europe as and when necessary. Possessor two to three years relevant experience, along with a knowledge of UNIX (Solaris) administration, TCP/IP protocol and Cisco router administration. Windows 95 operations, administration and Novell administration. Windows 95 operations, MS-Office 95 and 97. A working knowledge of French or German would be useful, given the European focus of our business, but it is not essential.

Account Officer
Coming from either a technical pre-sales or sales role in the telecommunications sector and understanding the principles of managed services and account management, you will be selling leased line, Frame Relay and other data solutions to European corporate clients. Working with our existing client base in the initial phase you will also be expected to develop new business throughout the European sphere.

Assistant Project Manager
Joining our Network Engineering department you will be responsible for negotiating contract conditions with our leased line carriers, FM supplier and frame relay interconnection carriers (ie. Worldcom, BT, Cable & Wireless). You will be involved in the procurement of equipment such as TDM, FR switch and Router from a variety of vendors and will be responsible for negotiating purchase conditions, arranging delivery and ensuring the final installation condition of such equipment. You will also be required to set up our service 'Point of Presence' across Europe and provide maintenance to each of these.

Network Engineer
Utilising your network design and build experience you will establish and co-ordinate our Pan-European network, negotiating with various suppliers, managing test projects and providing 2nd line maintenance. Your skills will cover two or more of the following: TDM (Newbridge), FR Switch (Alcatel, Cisco, Systech), PRAD (motorola, RAD, ATC, Cisco), Router (Cisco, Bay Networks), RAS (Ascend, Cisco) and ISDN/Leased line.

In return, we offer excellent salaries and benefits packages, together with the outstanding career opportunities that come with influencing the shape of the European arm of NTT.

To apply, please send your CV quoting Ref. NTT ref. Telecoms Infrastructure Systems Resources, Portland House, 4 Great Portland Street, London, W1N 5AA. Fax 0171 307 3101. Email: frank.christie@ntt.com

Or, for more information, phone us on 0171 307 3100.

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